Missouri Department of Labor and Industrial Relations

Missouri **Division of Labor**



JEREMIAH W. (JAY) NIXON, Governor

General Wage Order No. 56

July 1, 2012 thru June 30, 2013 **Wage Rates for State Highway Construction**

In accordance with Section 290.260 RSMo, within thirty (30) days after a certified copy of this General Wage Order has been filed with the Secretary of State as indicated below, any person who may be affected by this General Wage Order may object by filing an objection in triplicate with the Labor and Industrial Relations Commission, P.O. Box 599, Jefferson City, MO 65102-0599. Such objections must set forth in writing the specific grounds of objection. Each objection shall certify that a copy has been furnished to the Division of Labor Standards, P.O. Box 449, Jefferson City, MO 65102-0449 pursuant to 8 CSR 20-5.010(1). A certified copy of the General Wage Order has been filed with the Secretary of State of Missouri.

> Carla Buschjost, Director Division of Labor Standards

RECEIVED & FILED

JUN 2 9 2012

Filed With the Secretary of State:

SECRETARY OF STATE COMMISSIONS DIVISION

Last Date Objections May Be Filed: __July 30, 2012_

FOR THE FOLLOWING OCCUPATIONAL TITLES

LABORER
TRUCK DRIVER-TEAMSTER
OPERATING ENGINEER
CARPENTER
TRAFFIC CONTROL SERVICE DRIVER
CEMENT MASON
IRON WORKER
ELECTRICIAN, INSIDE WIREMAN
ELECTRICIAN, OUTSIDE
PAINTER

WELDERS receive the rate of wages prescribed for the craft performing the operation of which the welding is incidental.

If a worker is performing work within an occupational title that is not listed above, use the rate for that occupational title as shown in the Annual Wage Order.

ATCHISON COUNTY

ADAIR COUNTY

Painter	15	35	11.42	21.95	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	31	1	5.35 + 35%	28.66	Wireman
Electrician - Inside					Electrician - Inside
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	υ	14	9.045	25.685	Traffic Control Service Driver
Carpenter	4	32	13.50	29.52	Carpenter
Oiler-Driver	24	3	21.33	20.69	Oiler-Driver
Group IV	24	ω	21.33	20.69	Group IV
Group III	24	ω	21.33	24.34	Group III
Group II	24	3	21.33	24.54	Group II
Group I	24	3	21.33	24.89	Group I
Operating Engineer					Operating Engineer
Group IV	5	14	28.6	26.11	Group IV
Group III	U	14	9.85	25.99	Group III
Group II	UT.	14	9.85	26,00	Group II
Group I	5	14	9.85	25.84	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

27.54 29.54 29.54 29.94

13,76 13.76

27.54

13.76

28.17

13.50

31.08

16.20 2.71

15.35

25.50

24.30

31.00 5.40 + 22%

13.76 13.76

36.53 5.00 + 34.5%

24.43

11.17

23.54 5.00 + 34.5% 33.76 5.00 + 34.5% 27.49 27.37 27.38 27.22

10.90 10.90 10.90 10.90 24.24 23.89

11.39 11.39

ANDREW COUNTY

Basic Hourly Rate

	36	11.17	24.43	Painter	ω	36
	16	5.00 + 34.5%	23.54	Groundman	20	16
	16	5.00 + 34.5%	33.76	Lineman Operator	20	16
	16	5.00 + 34.5%	36.53	Line Construction Lineman	20	16
				Electrician - Outside		
	17	31.00 5.40 + 22%	31.00	Electrician - Inside Wireman	30	17
17	43	24.30	25.50	Iron Worker	17	43
20	50	16.20	31.08	Cement Mason	20	50
	21	2.71	15.35	Traffic Control Service Driver	6	21
	32	13.50	28.17	Carpenter	4	32
	29	13.76	27.54	Oiler-Driver	2	29
	29	13.76	27.54	Group IV	2	29
	29	13,76	29.54	Group III	2	29
	29	13.76	29.54	Group II	2	29
	29	13.76	29.94	Group !	2	29
				Operating Engineer		
11	31	10.90	26.67	Group IV	11	31
11	31	10.90	26.64	Group III	11	31
11	31	10.90	26.65	Group II	11	31
11	31	10.90	26.49	Group I	11	31
				Truck Driver - Teamster		
	28	11.39	24.24	Skilled	9	28
	28	11.39	23.89	General	9	28
				Laborer		
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule
		Eringo	Danis			

BARTON COUNTY

AUDRAIN COUNTY

Painter	15	35	11.42	21.95	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	15	6	12.18 + 13%	30.42	Wireman Inside
Iron Worker	J 3	18	19.84	27.51	Iron Worker
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	t/s	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	32	13,50	29.52	Carpenter
Oiler-Driver	24	ω	21.33	20.69	Oiler-Driver
Group IV	24	w	21.33	20,69	Group IV
Group III	24	3	21.33	24.34	Group III
Group II	24	3	21,33	24.54	Group II
Group I	24	3	21.33	24.89	Group I
Operating Engineer					Operating Engineer
Group IV	5	14	9,85	26.84	Group IV
Group III	ts.	14	9,85	26.72	Group III
Group II	(J	14	9.85	26.73	Group II
Group 1	U1	14	9.85	26.57	Group
Teamster					Truck Driver - Teamster
Skilled	18	4	11.52	26,41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

24.11 24.11 26.16 26,36 26.71

11.81 11.81

27.82

13.50

22.06

8.79 2.75

16.35

25.50

24.30

24.00 10.96 + 8%

11.81 11.81 11.81 10.90 10.90 10.90

26.49

22.24

22.79

11.24 11.24

26.67 26.64 26.65

10.90

23.54 5.00 + 34.5%

19.74

11.76

33.76 5.00 + 34.5%

36.53 5.00 + 34.5%

BARRY COUNTY

Hourly Rate Basic

5%			0 9	0 6 6	0 6 6 6	0 9 5 0 1	0 9 5 0 1	0 9 5 0 1 1	0 9 5 0 1 1 1	0 9 5 0 1 1 1 1 1	0 0 0 0 0		0 0			0 9 5 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 9 5 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		0 9 5 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
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20		17	20 17 18	20 17	4 20 17	20 20 17	2 2 2 20 17	2 2 20 117	2 2 2 2 20 17	2 2 2 2 2 2 17	20 20 117	11 2 2 2 2 2 2 17	11 11 2 2 2 2 2 2 17	11 11 11 2 2 2 2 17	11 11 11 11 2 2 2 2 2 17	11 11 11 11 2 2 2 2 17	9 11 11 11 2 2 2 2 2 17	9 9 11 11 11 2 2 2 2 2 17	9 9 11 11 11 2 2 2 2 17
Electricia		Iron Worker Electrician - Wireman	Cement Mason Iron Worker Electrician - Ins	Traffic Co Driver Cement I Iron Wor Electricia	Carpenter Traffic Cor Driver Cement IV Iron Work Electriciar Wireman	Carpente Traffic Co Driver Cement I Iron Wor Electricia	Carpente Traffic Co Driver Cement I Iron Wor Electricia	Carpente Traffic Co Driver Cement I Iron Wor Electricia	Carpente Traffic Cc Driver Cement I Iron Wor Electricia	Carpente Traffic Co Driver Cement I Iron Wor Electricia	Carpente Traffic Co Driver Cement I Iron Wor Electricia	Operating Carpente Carpente Traffic Cc Driver Cement I Iron Wor Electricia	Operating Operating Carpente Traffic Co Driver Cement I Iron Wor Electricia	Operating Carpente Traffic Co Driver Cement I Iron Wor Electricia	Operating Operating Carpente Traffic Cc Driver Cement I Iron Wor Electricia	Truck Driver Teamster Operating E Carpenter Traffic Cont Driver Cement Ma Iron Worker Electrician -	Truck Driv Teamster Teamster Carpente Traffic Cc Driver Cement I	Truck Driv Truck Driv Teamster Teamster Carpente Traffic Co Driver Cement I Iron Wor	Truck Driv Truck Driv Teamster Teamster Teamster Traffic Co Driver Cement I Fron Wor
Electrician - Outside Line Construction Lineman		Iron Worker Electrician - Inside Wireman	Mason orker ian - Inside	Traffic Control Service Driver Cement Mason Iron Worker Electrician - Inside Wireman	cer Control Sen Mason In Inside						Operating Engineer Group	Group IV Group II Group III Group III Group IV Oiler-Driver Control Service Control Service In Image: Mason	Group III Group IV Group I Group II Group II Group III Group III Group IV Group IV Oiler-Driver er Control Service Jan - Inside	Group III Group IV Group IV Group IV Group III Group III Group III Group III Group IV Oiler-Driver Ontrol Service Ian - Inside	Group II Group III Group IV Group IV Group III Group III Group III Group IV Oiler-Driver er Control Service Jan - Inside				
ction	7	TD .	D .	vice	vice	vice	p IV	vice vice	vice vice	vice vice	vice vice	vice vice up 1	vice vice vice	vice vice vice	vice vice r	vice vi	vice vice p 1V p 1V p 1V	vice vice vice	vice vice vice
36.53		25.50 24.00	22.06 25.50 24.00	16.35 22.06 25.50 24.00	27.82 16.35 22.06 25.50 24.00	24.11 27.82 16.35 22.06 25.50 24.00	24.11 24.11 27.82 16.35 22.06 25.50 24.00	26.16 24.11 24.11 27.82 16.35 22.06 25.50 24.00	26.36 26.16 24.11 24.11 27.82 16.35 22.06 25.50	26.71 26.36 26.16 24.11 24.11 27.82 16.35 22.06 25.50	26.71 26.36 26.16 24.11 24.11 27.82 16.35 22.06 25.50	27.49 26.71 26.36 26.16 24.11 24.11 27.82 16.35 22.06 25.50	27.37 27.49 26.71 26.36 26.16 24.11 27.82 16.35 22.06 22.06 22.06	27.38 27.37 27.49 26.71 26.36 26.36 24.11 27.82 16.35 22.06 22.06 22.50	27.22 27.38 27.37 27.49 26.71 26.71 26.36 26.16 24.11 24.11 24.11 27.82 27.82 27.82 25.50 24.00	27.22 27.38 27.38 27.49 26.71 26.36 26.36 24.11 24.11 27.82 27.82 27.82 22.82	22.79 27.22 27.38 27.37 27.49 26.71 26.36 26.16 24.11 24.11 27.82 16.35 22.06 22.06 22.00	22.24 22.79 27.22 27.38 27.37 27.37 27.37 26.36 26.36 26.11 24.11 27.82 16.35 22.06 22.06	22.24 22.79 27.22 27.38 27.37 27.49 26.71 26.36 26.36 27.82 27.82 16.35 22.06 22.06
5.00 + 34.5%		25.50 24.30 24.00 10.96 + 8%	10.96+	10.96 +	10.96 +	10.96+	10.96+	10.96+	10.96+	10.96+	10.96 +	10.96+	10.96+	10.96 +	10.96 +	10.96 +	10.96 +	10.96 +	10.96 +
×		.30	8.79 4.30	2.75 8.79 44.30	.75 .79	.75 .75 .79	.30 .30 .30	.30 .79 .75 .50 .81 .81	.75 .75 .79	.30 .30	81 81 81 81 81 81 81 81 81 81 81	90 90 81 81 81 81 81 81 81 81 81 81 81 81 81	90 90 90 90 90 90 90 90 90 90 90 90 90 9	90 90 90 90 90 90 90 90 90 90 90 90 90 9	90 90 90 90 90 90 90 90 90 90 90 90 90 9	90 90 90 90 90 90 90 90 90 90 90 90 90 9			
16		15 43	15 43 49	21 49 15	32 21 43 43	29 32 21 43 49 15	29 29 32 21 43 43	29 29 32 32 21 43 43	29 29 29 29 32 32 21 43 43	29 29 29 29 29 32 21 43 43	29 29 29 29 29 29 32 21 49 49	31 29 29 29 29 29 29 32 31 43 43	31 31 29 29 29 29 29 29 29 32 43 43	31 31 31 29 29 29 29 29 29 29 43 43	31 31 31 31 31 29 29 29 29 29 29 29 29 43 43	31 31 31 31 31 31 32 29 29 29 29 29 29 29 29 29 29 29 29 29	28 31 31 31 31 31 31 31 29 29 29 29 29 29 29 29 29 29 29 29 29	28 28 31 31 31 31 31 31 31 31 31 31 31 31 31	28 28 31 31 31 31 31 31 31 31 31 31 31 31 31
20	The state of the s	15	17	20 17	4 6 20 17	2 4 4 20 20 17	11, 20, 6, 4, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2,	15 6 4 2 2	11 22 6 4 2 2 2 2		1. 1. 2. 6 6 8 8 8 8 8 8	11 22 6 4 2 2 11 11 11 11 11 11 11 11 11 11 11 11	11 11 2 2 2 2 2 2 2 2 17	11 11 12 12 22 22 13 14 15 15 15 15 15 15 15 15 15 15 15 15 15	11 11 12 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	11 11 11 11 12 2 2 2 2 17	11 11 11 11 11 11 11 11 11 11 11 11 11	9 9 11 11 11 11 11 11 11 11 11 11 11 11	9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9

GENERAL WAGE ORDER NO. 56

BOLLINGER COUNTY

BATES COUNTY

	-				
Painter	17	e Ac	13.37	22.648	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00+34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	8	23	33.83 15.25 + 10%	33.83	Wireman
Electrician - Inside					Electrician - Inside
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	20	50	16.20	31.08	Cement Mason
Traffic Control Service Driver	6	21	2.71	15.35	Traffic Control Service Driver
Carpenter	4	32	13.50	28.17	Carpenter
Oiler-Driver	2	29	13.76	27.54	Oiler-Driver
Group IV	2	29	13.76	27.54	Group IV
Group III	2	29	13.76	29.54	Group III
Group II	2	29	13.76	29.54	Group II
Group I	2	29	13.76	29.94	Group I
Operating Engineer	-				Operating Engineer
Group IV	11	31	10.90	27.49	Group IV
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10.90	27.38	Group II
Group I	11	31	10.90	27.22	Group (
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	11.24	22.79	Skilled
General	9	28	11.24	22.24	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Edinon	Paris	

BENTON COUNTY

10.39	20.54	Painter	15	35	11.42	21.95
23.79 5.75+29.3/4%	an	Groundman	20	16	23.54 5.00+34.5%	an 23.54
30.16 5.75 + 29.3/4%	or an	Lineman Operator	20	16	33.76 5.00 + 34.5%	an or 33.76
41.91 5.75 + 29.3/4%	릭으	Line Construction Lineman	20	16	36.53 5.00+34.5%	on an 36.53
		Electrician - Outside				
31.75 10.06 + 37.5%		Electrician - Inside Wireman	8	23	33.83 15.25 + 10%	33.83
31.98 19.775	<u> </u>	Iron Worker	17	43	24.30	25.50
25.25 12.55		Cement Mason	16	48	10.70	25.73
26.415 9.045	6	Traffic Control Service Driver	6	21	2.71	15.35
29.07 13.92		Carpenter	4	32	13.50	28.22
20.69 21.33	e e	Oiler-Driver	2	29	13.76	27.54
20.69 21.33	7	Group IV	2	29	13.76	27.54
24.34 21.33	Ξ.	Group III	2	29	13.76	29.54
24.54 21.33	=	Group II	2	29	13.76	29.54
24.89 21.33	=	Group	2	29	13.76	29.94
		Operating Engineer				
26.84 9.85	<_	Group IV	11	31	10.90	27.49
26.72 9.85	=	Group III	11	31	10.90	27.37
26.73 9.85	=	Group II	11	31	10.90	27.38
26.57 9.85	<u> </u>	Group I	11	31	10.90	27.22
		Truck Driver - Teamster				
26.41 11.52	iă.	Skilled	9	28	11.24	22.79
25.81 11.52	쁘	Genera	9	28	11.24	22.24
		Laborer				
Basic Fringe Overtime Hourly Benefit Schedule Rate Amount		Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate
-	-					

GENERAL WAGE ORDER NO. 56

BOONE COUNTY

Painte	15	35	11.42	21.95	Painter
	19	26	5.00 + 42.5%	24.27	Groundman
	19	26	5.00 + 42.5%	31.39	Lineman Operator
_	19	. 26	5.00 + 42.5%	36.36	Line Construction Lineman
Electri					Electrician - Outside
Electri Wirem	15	6	12.18 + 13%	30.42	Electrician - Inside Wireman
Iron W	1	18	19.84	27.51	Iron Worker
Cemer	16	48	10.70	25.73	Cement Mason
Traffic Driver	ហ	14	9.045	26.415	Traffic Control Service Driver
Carper	4	32	13,50	29.52	Carpenter
	24	ω	21.33	20.69	Oiler-Driver
	24	ω	21.33	20.69	Group IV
	24	ω	21.33	24.34	Group III
	24	ω	21.33	24.54	Group II
	24	ω	21.33	24.89	Group I
Operat					Operating Engineer
	(n	14	9.85	26.84	Group IV
	U1	14	9.85	26.72	Group III
	u	14	9.85	26.73	Group It
	UI.	14	9.85	26.57	Group I
Truck I					Truck Driver - Teamster
	18	44	11.52	26.41	Skilled
	18	44	11.52	25.81	General
Labore					Laborer
Осси	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title

BUCHANAN COUNTY

35	26	26	26		6	18	48	14	32	ω	ω	ω	3	3	- S.E.	14	14	14	14		44	44		ertime	
ts.	6 £	19	19		15	1	16	5	4	24	24	24	24	24		5	U1	Un	5		18	18		Holiday Schedule	
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title	BU
24.43	23.54		36.53		31.00	28.50	31.08	15.35	28.82	27.54	27.54	29.54	29.54	29.94		27.7	27.63	27.59	27.48		24.24	23.89		Basic Hourly Rate	BUCHANAN COUNTY
11.17	23.54 5.00+34.5%	33.76 5.00 + 34.5%	36.53 5.00+34.5%		31.00 5.40 + 22%	24.30	16.20	2.71	13.50	13.76	13.76	13.76	13.76	13.76		9.85	9.85	9.85	9.85		11.39	11.39		Fringe Benefit Amount	N COU
36	16	16	16		17	43	50	21	32	29	29	29	29	29		31	31	31	31	650 (1) (1) (2) (2) (3) (4) (4) (4)	28	28		Overtime Schedule	ΥŢ
3	20	20	20		30	17	20	6	4	2	2	2	2	2		11	11	11	11		9	9		Holiday Schedule	
Painter	Groundman	Lineman Operator	Line Construction	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title	
20.54	23.79	30.16	41.91		31.75	23.87	25.25	25.685	29.07	20.69	20.69	24.34	24.54	24.89		26.11	25.99	26.00	25.84		26.41	25.81		Basic Hourly Rate	BUTLER
10.39	5.75 + 29.3/4%	5.75 + 29.3/4%	5.75 + 29.3/4%		10.06 + 37.5%	18.03	12.55	9.045	13.92	21.33	21.33	21.33	21.33	21.33		9.85	9.85	9.85	9,85		11.52	11.52		Fringe Benefit Amount	RCOUNTY
9 45	40	40	40		33		4	5 14	2 51	3	3	3	3	ω		14	14	14	14		44	4		Overtime Schedule	7
5 35	39	39	39		3 15	34	1 27	v	4	24	24	24	24	24		5	и	55	Un		18	18		Holiday Schedule	

GENERAL WAGE ORDER NO. 56

CAMDEN COUNTY

CALDWELL COUNTY

Painter	17	34	13.37	22.648	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00 + 34.5%	33.76	Lineman Operator
Line Construction	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	30	17	5.40 + 22%	31.00	Wireman
Electrician - Inside	į			-	Electrician - Inside
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	on.	21	2.71	15.35	Traffic Control Service Driver
Carpenter	4	32	13.50	28.17	Carpenter
Oiler-Driver	2	29	13.76	27.54	Oiler-Driver
Group IV	2	29	13.76	27.54	Group IV
Group III	2	29	13.76	29.54	Group III
Group II	2	29	13.76	29.54	Group II
Group	2	29	13.76	29,94	Group I
Operating Engineer					Operating Engineer
Group IV	11	31	10,90	27.49	Group IV
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10.90	27.38	Group II
Group I	11	31	10.90	27.22	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	11.39	24.24	Skilled
General	9	28	11.39	23.89	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Fringe	Basir	

CALLAWAY COUNTY

Hourly Rate Basic

14	37	. 11.66	24.25	Painter	15	35	11,42	21.95
19	26	5.00 + 42.5%	24.27	Groundman	19	26	5.00 + 42.5%	24.27
19	26	31.39 5.00 + 42.5%		Lineman Operator	19	26	5.00 + 42.5%	31.39
19	26	5.00 + 42.5%	36,36	Line Construction Lineman	19	26	5.00 + 42.5%	36.36
				Electrician - Outside				
15	6	30.42 12.18+13%	30.42	Electrician - Inside Wireman	15	6	30.42 12.18 + 13%	30.42
17	43	24.30	25.50	Iron Worker	17	43	24.30	25.50
16	48	10.70	25.73	Cement Mason	16	48	10.70	25.73
6	21	2.75	16.35	Traffic Control Service Driver	ហ	14	9.045	26.415
4	32	13.50	27.82	Carpenter	4	32	13.50	29.52
2	29	11.81	24.11	Oiler-Driver	24	3	21.33	20.69
2	29	11.81	24.11	Group IV	24	3	21.33	20.69
2	29	11.81	26.16	Group III	24	3	21.33	24.34
2	29	11.81	26.36	Group II	24	3	21.33	24.54
2	29	11.81	26.71	Group I	24	3	21.33	24.89
				Operating Engineer				
11	31	10.90	27.49	Group IV	Ş	14	9.85	26.84
11	31	10.90	27.37	Group III	s	14	9.85	26.72
11	31	10.90	27.38	Group II	s	14	9.85	26.73
11	31	10.90	27.22	Group I	ıs	14	9.85	26.57
				Truck Driver - Teamster				
9	28	11.24	22.79	Skilled	18	44	11.52	26.41
9	28	11.24	22.24	General	18	44	11.52	25.81
				Laborer				
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic Irly Rate
		Fringe	Basic				Erinaa	

CARTER COUNTY

CAPE GIRARDEAU COUNTY

Painter	35	45	10.39	20.54	Painter
Groundman	39	40	5.75 + 29.3/4%	23.79	Groundman
Lineman Operator	39	40	5.75 + 29.3/4%	30.16	Lineman Operator
Line Construction Lineman	39	40	5.75 + 29.3/4%	41.91	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	15	33	10.06+37.5%	31.75	Electrician - Inside Wireman
Iron Worker	34	00	18.03	23.87	Iron Worker
Cement Mason	27	4	12.55	25.25	Cement Mason
Traffic Control Service Driver	ъ	14	9.045	26,415	Traffic Control Service Driver
Carpenter	4	51	13.92	29.07	Carpenter
Oiler-Driver	24	9	21.33	20.69	Oiler-Driver
Group IV	24	ü	21.33	20.69	Group IV
Group III	24	3	21.33	24.34	Group III
Group II	24	3	21.33	24.54	Group II
Group I	24	3	21.33	24.89	Group
Operating Engineer					Operating Engineer
Group IV	5	14	9.85	26.84	Group IV
Group III	И	14	9.85	26.72	Group III
Group II	SI	14	9.85	26.73	Group II
Group I	5	14	9.85	26.57	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	11.52	26.41	Skilled
General	18	4	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title

CARROLL COUNTY

Hourly Rate Basic

33 648	23.54	33.76	36.53		33.83	25.50	25.73	15.35	28.17	27.54	27.54	29.54	29.54	29.94		27.49	27.37	27.38	27.22		22.79	22.24		lasic rly Rate
13 37	5.00 + 34.5%	5.00 + 34.5%	5.00 + 34.5%		33.83 15.25 + 10%	24.30	10.70	2.71	13.50	13.76	13.76	13.76	13.76	13.76		10.90	10.90	10.90	10.90		11.24	11.24		Benefit Amount
7.E	91	16	16		23	43	48	21	32	29	29	29	29	29		31	31	31	31		28	28		Schedule
17	20	20	20		œ	17	16	0	4	2	2	2	2	2		11	11	11	11		9	9		Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group !	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
20.54	24.27		36.36		31.75	31.98	25.25	26.415	28.15	20.69	20.69	24.34	24.54	24.89		26.84	26.72	26.73	26.57		26.41	25.81		Rate
10.39	5.00 + 42.5%	31.39 5.00 + 42.5%	5.00 + 42.5%		31.75 10.06+37.5%	19.775	12.55	9.045	13.92	21.33	21.33	21.33	21.33	21.33		9.85	9.85	9.85	9.85		11.52	11.52		Amount
45	26	26	26		33	18	4	14	51	3	ω	3	3	ω		14	14	14	14		4	44		Schedule
35	19	19	19		15	1	27	S	4	24	24	24	24	24		5	S	5	5		18	18		Schedule

GENERAL WAGE ORDER NO. 56

CHARITON COUNTY

CASS COUNTY

Painter	17	34	13.37	28.31	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00 + 34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	8	23	15.25 + 10%	33.83	Electrician - Inside Wireman
Iron Worker	17	43	24.30	28.50	iron Worker
Cement Mason	10	27	14.38	29.24	Cement Mason
Traffic Control Service Driver	თ	21	2.71	15.35	Traffic Control Service Driver
Carpenter	29	5	13.80	36.05	Carpenter
Oiler-Driver	10	27	14,33	30.97	Oiler-Driver
Group IV	10	27	14.33	27.62	Group IV
Group III	10	27	14.33	32.09	Group III
Group II	10	27	14.33	32.09	Group II
Group I	10	27	14.33	33.13	Group I
Operating Engineer					Operating Engineer
Group IV	10	27	12.90	29.04	Group IV
Group III	10	27	12.90	29.04	Group III
Group II	10	27	12.90	29.04	Group II
Group I	10	27	12.90	29.04	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	10	27	12.98	28.45	Skilled
General	10	27	12.98	27.24	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
			Pullana	9-12-	

CEDAR COUNTY

Hourly Rate

15	35	11.42	21.95	Painter	21	20	11.76	19.74
19	26	5.00 + 42.5%	24.27	Groundman	20	16	5.00 + 34.5%	23.54
19	26	31.39 5.00 + 42.5%		Lineman Operator	20	, 16	5.00 + 34.5%	33.76
19	26	5.00 + 42.5%	36.36	Line Construction Lineman	20	16	5.00 + 34.5%	36.53
				Electrician - Outside				
15	6	30.42 12.18 + 13%	30.42	Electrician - Inside Wireman	18	15	24.00 10.96 + 8%	24.00
17	43	24.30	25.50	Iron Worker	17	43	24.30	25.50
16	48	10.70	25.73	Cement Mason	20	49	8.79	22.06
5	14	9.045	26.415	Traffic Control Service Driver	6	21	2.75	16.35
4	32	13.50	29.52	Carpenter	4	32	13.50	27.82
2	29	13.76	27.54	Oiler-Driver	2	29	11.81	24.11
2	29	13.76	27.54	Group IV	2	29	11.81	24.11
2	29	13.76	29.54	Group III	2	29	11.81	26.16
2	29	13.76	29.54	Group II	2	29	11.81	26.36
2	29	13.76	29.94	Group I	2	29	11.81	26.71
				Operating Engineer				
11	31	10.90	27.49	Group IV	11	31	10.90	27.49
11	31	10.90	27.37	Group III	11	31	10.90	27.37
11	31	10.90	27.38	Group II	11	31	10.90	27.38
11	31	10.90	27.22	Group I	11	31	10.90	27.22
				Truck Driver - Teamster				
18	44	11.52	26.41	Skilled	9	28	11.24	22.79
18	44	11.52	25.81	General	و	28	11.24	22.24
				Laborer				
Schedule	Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	asic rly Rate
L'Aliday	-	Fringe	Basic				Fringe	

CLAY COUNTY

CHRISTIAN COUNTY

_	Painter	21	20	11.76	19.74	Painter
-	Groundman	20	16	5.00 + 34.5%	23.54	Groundman
7 3	Lineman Operator	20	16	5.00 + 34.5%	33.76	Lineman Operator
123	Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
D0000000000000000000000000000000000000	Electrician - Outside					Electrician - Outside
	Electrician - Inside Wireman	34	8	11.17 + 10%	23.93	Electrician - Inside Wireman
+-	Iron Worker	17	43	24.30	25.50	Iron Worker
+	Cement Mason	20	49	8.79	22.06	Cement Mason
_	Traffic Control Service Driver	σ	21	2.75	16.35	Traffic Control Service Driver
\vdash	Carpenter	4	32	13.50	27.82	Carpenter
13	Oiler-Driver	2	29	11.81	24.11	Oiler-Driver
-	Group IV	2	29	11.81	24.11	Group IV
+=	Group III	2	29	11.81	26.16	Group III
-	Group II	2	29	11.81	26.36	Group II
 -	Group	2	29	11.81	26.71	Group i
	Operating Engineer					Operating Engineer
1	Group IV	11	32	10.90	27.49	Group IV
-	Group III	11	31	10.90	27.37	Group III
+=-	Group II	11	31	10.90	27.38	Group II
1	Group I	11	31	10.90	27.22	Group I
	Truck Driver - Teamster		712			Truck Driver - Teamster
	Skilled	9	28	11.24	22.79	Skilled
	General	9	28	11.24	22.24	General
	Laborer					Laborer
I	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
1						

CLARK COUNTY

Basic Hourly Rate

Fringe Amount Overtime Amount Holiday Endule Amount Cocupational Title Amount Holiday Rate Rate Rate Rate Rate Rate Rate Rate	17	34	13.37	28.31	Painter	13	46	12.58	28.75
Fringe Benefit Annount Cocupational Title Schedule Holiday Each Edule Rate Cocupational Title Rate Holiday Amount Chedule Schedule Holiday Schedule Holiday Schedule Manount Chedule Holiday Schedule Holiday Amount Holiday Amount <t< td=""><td></td><td>16</td><td>5.00+34.5%</td><td>23.54</td><td>Groundman</td><td>19</td><td>26</td><td>5.00 + 42.5%</td><td>24.27</td></t<>		16	5.00+34.5%	23.54	Groundman	19	26	5.00 + 42.5%	24.27
Fringe Benefit Amount Occupational Title Hours Hours Rate Cocupational Title Hours Hours Rate Amount Amount Holiday Schedule Holiday Schedule Holiday Schedule Holiday Schedule Holiday Schedule Holiday Schedule Holiday Schedule Holiday Schedule Hours Schedule Hours		16	5.00 + 34.5%		Lineman Operator	19	26	5.00 + 42.5%	31.39
Fringe Benefit Amount Occupational Title Basic Rate Fringe Benefit Amount Overtime Basic Fringe Holiday Schedule 11.52 44 18 June 12.98 27 11.52 44 18 Skilled 28.45 12.98 27 9.85 14 5 General 27.24 12.98 27 9.85 14 5 General 28.45 12.98 27 9.85 14 5 General 29.04 12.90 27 9.85 14 5 Group II 29.04 12.90 27 9.85 14 5 Group III 29.04 12.90 27 9.85 14 5 Group III 29.04 12.90 27 9.85 14 5 Group III 29.04 12.90 27 21.33 3 24 Group III 29.04 12.90 27 21.33 3 24 Group III 32		. 16	5.00+34.5%	36,53	Line Construction Lineman	19	26	5.00 + 42.5%	36.36
Fringe Benefit Annount Overtime Annount Holiday Schedule Cocupational Title Annount Basic Paringe Pringe Annount Holiday Schedule Pringe Annount Holiday Benefit Schedule Pringer Overtime Annount Holiday Schedule Pringer Cocupational Title Pringer Basic Pringer Annount Holiday Schedule Pringer Cocupational Title Pringer Basic Pringer Annount Holiday Schedule Pringer Cocupational Title Pringer Benefit Schedule Pringer Cocupational Title Pringer Holiday Annount Holiday Schedule Pringer Cocupational Title Pringer Holiday Annount Holiday Schedule Pringer Schedule Schedule Schedule Schedule Pringer Schedule Schedule Pringer Schedule Schedule Pringer Annount Holiday Annount Schedule Schedule Pringer Schedule Schedule Schedule Pringer Schedule Schedule Pringer Schedule Pringer Schedule Pringer Schedule Pringer Schedule Pringer Pringer Pringer Schedule Pringer Pringer Pringer Pr					Electrician - Outside				
Fringe Annount Overtime Annount Holiday Schedule Cocupational Title Basic Annount Fringe Annount Overtime Schedule Holiday Schedule Cocupational Title Holiday Annount Corpirer Holiday Schedule Covertime Annount Holiday Schedule Covertime Schedule Covertime Schedule Covertime Schedule Covertime Schedule Annount Schedule Schedule Schedule Annount Schedule Schedule Annount Annount </td <td>80</td> <td>23</td> <td>15,25 + 10%</td> <td>33.83</td> <td>Electrician - Inside Wireman</td> <td>31</td> <td>1</td> <td>5.35+35%</td> <td>28.66</td>	80	23	15,25 + 10%	33.83	Electrician - Inside Wireman	31	1	5.35+35%	28.66
Fringe Benefit Amount Overtime Amount Holiday Schedule Cocupational Title Amount Basic Benefit Benefit Benefit Amount Holiday Benefit Bene	17	43	24.30	28.50	Iron Worker	7	38	17.31	24.44
Fringe Benefit Amount Overtime Amount Holiday Schedule Amount Holiday Schedule Amount Holiday Schedule Amount Holiday Benefit Benefit Benefit Amount Covertime Benefit Benefit Benefit Amount Covertime Benefit	10	27		29.24	Cement Mason	28	22	16.93	22.57
Fringe Benefit Amount Overtime Amount Holiday Schedule Amount Occupational Title Hourly Basic Amount Fringe Benefit Schedule Amount Chedule Schedule Amount Holiday Schedule Schedule Schedule Holiday Schedule Holiday Schedule Schedule Holiday Schedule Amount A	6	21	2.71	15.35	Traffic Control Service Driver	5	14	9.045	25.685
Fringe Benefit Baser Overtime Amount Holiday Schedule Schedule Occupational Title Amount Hourly Rate Amount Pringe Schedule Sched	29	ts.	13.80	36.05	Carpenter	4	51	13.90	29.23
Fringe Benefit Amount Overtime Amount Holiday Schedule Amount Coccupational Tritle Amount Hourly Basic Amount Fringe Benefit Schedule Amount Overtime Schedule Schedule Amount Holiday Benefit Schedule Sch	10	27	14.33	30.97	Oiler-Driver	24	3	21.33	20.69
Fringe Benefit Benefit Benefit Schedule Benefit Schedule Benefit Schedule Benefit Schedule Benefit Benefit Schedule	10	27	14,33	27.62	Group IV	24	ω	21.33	20.69
Fringe Benefit Benefit Benefit Benefit Benefit Benefit Benefit Pendult Overtime Benefit Benefit Pendult Holiday Benefit Benefit Pendult Overtime Benefit Benefit Pendult Overtime Benefit Pendult Covertime Pendult Amount Covertime Pendult Covertime Pendult Covertime Pendult Amount Covertime Pendult Amount Covertime Pendult Amount Covertime Pendult Covertime Pendult Amount	10	27	14.33	32.09	Group III	24	3	21.33	24.34
Fringe Benefit Rate Occupational Title Basic Pringe Schedule Sche	10	27	14.33	32.09	Group II	24	3	21.33	24.54
Fringe Benefit Renefit Schedule Occupational Title Renefit Renefit Renefit Renefit Renefit Renefit Schedule Holiday Renefit R	10	27	14.33	33.13	Group I	24	ယ	21.33	24.89
Pringe Benefit Benefit Benefit Benefit Benefit Schedule Schedu					Operating Engineer				
Fringe Benefit Benefit Ramount Overtime Amount Holiday Schedule Occupational Title Hourly Hourly Hourly Rate Fringe Hourly Rate Overtime Schedule Holiday Rate Overtime Schedule Holiday Schedule	10	27	12,90	29.04	Group IV	s	14	9.85	26.11
Fringe Benefit Benefit Amount Overtime Amount Holiday Schedule Occupational Title Hourly Hourly Hourly Hourly Benefit Schedule Overtime Schedule Holiday Schedule 11.52 44 18 Laborer 27.24 12.98 27 Amount 27 12.98 27 27 28 28 28 28 28 28 28 28 28 28 28 28 28 28 28 2	10	27	12.90	29.04	Group III	s	14	9.85	25.99
Fringe Benefit Amount Overtime Amount Holiday Schedule Occupational Title Hourly Hourly Hourly Hourly Benefit Amount Hourly Schedule Overtime Schedule Holiday Schedule Sch	10	27	12.90	29.04	Group II	ъ	14	9.85	26.00
Fringe Benefit Schedule Schedu	10	27	12.90	29.04	Group I	5	14	9.85	25.84
Fringe Benefit Benefit Schedule Schedul					Truck Driver - Teamster				
Fringe Benefit Benefit Schedule Schedul	10	27	12.98	28.45	Skilled	18	44	11.52	26.41
Fringe Covertime Benefit Schedule Schedule Amount Schedule Laborer Basic Fringe Overtime Basic Fringe Overtime Basic Fringe Covertime Basic Fringe Basic Fringe Covertime Basic Fringe	10	27	12.98	27.24	General	18	44	11.52	25.81
Fringe Overtime Holiday Occupational Title Hourly Benefit Schedule Schedule Occupational Title Rate Amount Occupational Title					Laborer				
	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	asic rly Rate

COOPER COUNTY

CLINTON COUNTY

	17	2	13.37	28.31	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00+34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	30	17	5.40 + 22%	31.00	Electrician - Inside Wireman
Iron Worker	17	43	24.30	25.50	iron Worker
Cement Mason	20	50	16.20	31.08	Cement Mason
Traffic Control Service Driver	σı	21	2.71	15.35	Traffic Control Service Driver
Carpenter	4	32	13.50	28.82	Carpenter
Oiler-Driver	2	29	13.76	27.54	Oiler-Driver
Group IV	2	29	13.76	27.54	Group IV
Group III	2	29	13.76	29.54	Group III
Group II	2	29	13.76	29.54	Group II
Group I	2	29	13.76	29.94	Group I
Operating Engineer					Operating Engineer
Group IV	11	31	10.90	27.49	Group IV
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10.90	27.38	Group II
Group i	11	31	10.90	27.22	Group I
Truck Driver - Teamster		<u>G</u>		50 co	Truck Driver - Teamster
Skilled	9	28	11.39	24.24	Skilled
General	9	28	11.39	23.89	General
Laborer					Laborer
Occupational Title H	Schedule	Schedule	Benefit Amount	Hourly Rate	Occupational Title
	Holiday	Overtime	0		

26.415

25.73

9.045 10.70 24.89 24.54 24.34 20.69 20.69

21.33 21.33 21.33 21.33 21.33 21.33

32

21.38

3 3

30.42 12.18 + 13%

21.95

11.42

35 26

31.39 5.00 + 42.5%

36.36 5.00 + 42.5%

26

24.27 5.00 + 42.5%

COLE COUNTY

Hourly Rate

Fringe Benefit Amount

Overtime Schedule

26.41

11.52 11.52

4

9.85

9.85

25.81

26.57 26.73 26.72 26.84

9.85

5	19	19	19	1 2 2 2 2	15		16	5	4	24	24	24	24	24		5	ហ	S	ر. در		18	18	3	Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group !	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
21.95	24.27	31.39	36.36		33.83	25.50	25.73	26,415	29.52	27.54	27.54	29.54	29.54	29.94		27.49	27.37	27.38	27.22		26.41	25.81		Basic Hourly Rate
11.42	5.00 + 42.5%	5.00 + 42.5%	5.00 + 42.5%		15.25 + 10%	24.30	10.70	9.045	13.50	13.76	13.76	13.76	13.76	13.76		10.90	10.90	10.90	10.90		11.52	11.52		Fringe Benefit Amount
2 35	26	26	26		23	43	48	14	32	29	29	29	29	29		31	31	31	31		44	4		Overtime Schedule
15	19	19	19		00	17	16	5	4	2	2	2	2	2		11	11	11	11		18	18		Holiday Schedule

DALLAS COUNTY

CRAWFORD COUNTY

Painter	14	37	11,66	24.25	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside	-				Electrician - Outside
Electrician - Inside Wireman	15	6	12.18 + 13%	30.42	Electrician - Inside Wireman
Iron Worker	3 3	18	19.84	27.51	Iron Worker
Cement Mason	12	39	14.48	25.54	Cement Mason
Traffic Control Service Driver	5	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	51	13.90	29.08	Carpenter
Oiler-Driver	24	w	21.33	20.69	Oiler-Driver
Group IV	24	ω	21.33	20.69	Group IV
Group III	24	3	21.33	24.34	Group III
Group II	24	3	21.33	24.54	Group II
Group I	24	ω	21.33	24,89	Group I
Operating Engineer		4 516			Operating Engineer
Group Ⅳ	5	14	9,85	26.84	Group IV
Group III	رح ا	14	9.85	26.72	Group III
Group II	5	14	9.85	26.73	Group II
Group I	Vs.	14	9.85	26.57	Group
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer	7.25×				Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

11.81 11.81

27.82 24.11 24.11 26.16

13.50

25.50 22.06 16.35

24.30

8.79 2.75

24.00 10.96 + 8%

11.81 11.81 27.49 27.37 27.38 27.22

10.90 10.90

26.71

11.81

26.36

10.90 10.90 22.79 22.24

11.24

11.24

19.74

11.76

33.76 5.00 + 34.5% 23.54 5.00 + 34.5%

36.53 5.00 + 34.5%

DADE COUNTY

Hourly Rate

Basic

Fringe Benefit Amount

<u> </u>	%	%	%			ö	Ý	(S	Ò	خز	خز	fiek .	1	1		0	0	0	0		4	4		
20	16	. 16	16		1.5	43	49	21	32	29	29	29	29	29		31	31	31	31		28	28		Overtime Schedule
21	20	20	20		18	17	20	6	4	2	2	2	2	2		11	11	11	11		9	9		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group !	Truck Driver - Teamster	Skilled	Genera	Laborer	Occupational Title
19.74	23.54	r 33.76	36.53		23.93	25.50	22.06	16.35	27.82	24.11	24.11	26.16	26.36	26.71		27.49	27.37	27.38	27.22		22.79	22.24		Hourly Rate
11.76	5.00+34.5%	5.00+34.5%	5.00 + 34.5%		23.93 11.17 + 10%	24.30	8.79	2.75	13.50	11.81	11.81	11.81	11.81	11.81		10.90	10.90	10.90	10.90		11.24	11.24		Benefit Amount
20	16	16	16		co	43	49	21	32	29	29	29	29	29		31	31	31	31		28	28		Overtime Schedule
21	20	20	20		34	17	20	6	4	2	2	2	2	2		11	11	11	11		9	6		Schedule

DENT COUNTY

DAVIESS COUNTY

Painter	17	34	13.37	22.648	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00+34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction
Electrician - Outside					Electrician - Outside
Wireman	30	17	5.40 + 22%	31.00	Wireman
Electrician - Inside	3	ì			Electrician - Inside
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	6	21	2.71	15.35	Traffic Control Service Driver
Carpenter	4	32	13.50	28.17	Carpenter
Oiler-Driver	2	29	13.76	27.54	Oiler-Driver
Group IV	2	29	13.76	27.54	Group IV
Group III	2	29	13.76	29.54	Group III
Group II	2	29	13.76	29,54	Group II
Group I	2	29	13.76	29.94	Group !
Operating Engineer					Operating Engineer
Group IV	11	31	10,90	27.49	Group IV
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10.90	27.38	Group II
Group I	11	31	10.90	27.22	Group !
Truck Driver - Teamster	B				Truck Driver - Teamster
Skilled	9	28	11.39	24.24	Skilled
General	9	28	11.39	23.89	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			trings	Pacir	

DEKALB COUNTY

Hourly Rate Basic

24.43	23.54	33.76	36.53		31.00	25.50	31.08	15.35	28.17	27.54	27.54	29.54	29.54	29.94		27.49	27.37	27.38	27.22		24.24	23.89		rly Rate
11.17	23.54 5.00 + 34.5%	%5°7E + 00°5	5.00 + 34.5%		31.00 5.40 + 22%	24.30	16.20	2.71	13.50	13.76	13.76	13,76	13.76	13.76		10.90	10.90	10.90	10.90		11.39	11.39		Benefit Amount
36	16	16	16		17	43	50	21	32	29	29	29	29	29		31	31	31	31		28	28		Schedule
3	20	20	20		30	17	20	6	4	2	2	2	2	2		11	11	11	11		9	9		Schedule
Painter				Elec	Wine	Fon	Cem	Traffic	Carp						Ope					Truc			Laborer	Š
iter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	rer	Occupational line
24.25	n 24.27		n 36.36		30.42	27.51	25.54	26.415	29.08	20.69	20.69	24.34	24.54	24.89		26.84	26.72	26.73	26.57		26.41	25.81		Rate
11.66	5.00 + 42.5%	31.39 5.00+42.5%	5.00 + 42.5%		30.42 12.18 + 13%	19.84	14,48	9.045	13,90	21.33	21.33	21.33	21.33	21.33		9.85	9.85	9.85	9.85		11.52	11.52		Amount
6 37	26	26	26		6	18	39	14	51	ω	3	ω	3	3		14	14	14	14		44	44		Schedule
7 14	19	5 19	19		15	Д.	12	v.	4	24	24	24	24	24		5	S	t/s	ر. در		18	18		Schedule

FRANKLIN COUNTY

DOUGLAS COUNTY

Painter	21	20	11.76	19.74	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00+34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	34	8	11.17 + 10%	23.93	Wireman
Electrician - Inside					Electrician - Inside
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	20	49	8.79	22.06	Cement Mason
Traffic Control Service Driver	Ф.	21	2.75	16.35	Traffic Control Service Driver
Carpenter	4	32	13.50	27.82	Carpenter
Oiler-Driver	2	29	11.81	24.11	Oiler-Driver
Group IV	2	29	11.81	24.11	Group IV
Group III	2	29	11,81	26.16	Group III
Group II	2	29	11.81	26.36	Group II
Group I	2	29	11.81	26.71	Group
Operating Engineer					Operating Engineer
Group IV	11	31	10.90	27.49	Group N
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10.90	27.38	Group II
Group I	11	31	10.90	27.22	Group I
Truck Driver - Teamster				(10.0) (10.1) (10.1)	Truck Driver - Teamster
Skilled	9	28	11.24	22.79	Skilled
General	9	28	11.24	22.24	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Frings	Racin	

25.685

29.07 20.69 20.69 24.34 24.54 24.89

13.92

23.87 25.25

18.03 12.55 9.045

31.75 10.06 + 37.59

21.33 21.33 21.33 21.33

21.33

26.11 25.99 26.00 25.84

9.85 9.85 9.85 9.85 25.81

11.52 11.52

26.41

41.91 5.75 + 29.3/4%

23.79 5.75 + 29.3/4% 30.16 5.75 + 29.3/4%

20.54

10.39

DUNKLIN COUNTY

Hourly Rate Basic

13	46	12.58	28.75	Painter	33	45
19	26	5.00 + 42.5%	24.27	Groundman	39	40
19	26	5.00 + 42.5%	31,39	Lineman Operator	39	40
19	26	5.00 + 42.5%	36.36	Line Construction Lineman	39	40
				Electrician - Outside		
15	33	31.75 10.06+37.5%	31.75	Electrician - Inside Wireman	15	33
1	18	19.775	31.98	Iron Worker	34	00
26	13	14.48	27.53	Cement Mason	27	4
5	14	9.045	28.775	Traffic Control Service Driver	ر د	14
4	51	13.90	31.63	Carpenter	4	51
23	2	21.36	24.81	Oller-Driver	24	3
23	2	21.36	24.35	Group IV	24	ω ω
23	2	21.36	27.81	Group III	24	ω
23	2	21,36	29.11	Group II	24	ω
23	2	21.36	29.11	Group I	24	ω
				Operating Engineer		
5	14	8.65	28.845	Group IV	5	14
5	14	8.65	28.775	Group III	s	14
5	14	8.65	28.735	Group II	S.	14
5	14	8.65	28.625	Group I	S	14
	100			Truck Driver - Teamster		
18	4	11.42	27.86	Skilled	18	44
18	44	11.42	27.26	General	18	4
				Laborer		
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	ertime redule
		Fringe	Basic			

GASCONADE COUNTY

GAS	GASCONADE		COUNTY		G	GENIKY	
Occupational Title	Basic Hourly	Fringe Benefit	Overtime Schedule	Holiday Schedule	Occupational Title	Basic Hourly Rate	Fringe Benefit
Laborer					Laborer		
General	25.81	11.52	44	18	General	23.89	11.3
Skilled	26.41	11.52	4.4	18	Skilled	24.24	11.3
Truck Driver -					Truck Driver -		
Group I	26.57	9.85	14	5	Group I	26.49	10.9
Group II	26.73	9.85	14	5	Group II	26.65	2.01
Group III	26.72	9.85	14	5	Group III	26.64	10.9
Group IV	26.84	9.85	14	5	Group IV	26.67	2.01
Operating Engineer				•	Operating Engineer	1	L.
Group I	24.89	21.33	3	24	Group	29.94	13.7
Group II	24.54	21.33	3	24	Group II	29.54	13.7
Group III	24,34	21.33	3	24	Group III	29.54	13.7
Group IV	20.69	21.33	3	24	Group IV	27.54	13.7
Oiler-Driver	20.69	21.33	3	24	Oiler-Driver	27.54	13.7
Carpenter	29.08	13.90	51	4	Carpenter	28.17	13.9
Traffic Control Service Driver	26,415	9.045	14	5	Traffic Control Service Driver	15.35	2.
Cement Mason	25.73	10.70	48	16	Cement Mason	31.08	16.2
Iron Worker	27.51	19.84	18	1	Iron Worker	25.50	24.:
Electrician - Inside Wireman	30.42	12.18+13%	9	15	Electrician - Inside Wireman	31.00	31.00 5.40 + 229
Electrician - Outside					Electrician - Outside		
Line Construction Lineman	36.36	36.36 5.00 + 42.5%	26	19	Line Construction Lineman	36.53	5.00 + 34.
Lineman Operator	31.39	31.39 5.00 + 42.5%	26	19	Lineman Operator	33.76	5.00 + 34.
Groundman	24.27	24.27 5.00 + 42.5%	26	19	Groundman	23.54	5.00 + 34.
Painter	21.95	11.42	35	15	Painter	24.43	11.

GENTRY COUNTY

\dashv	%	%	%	- Signatur			ö	ö	μ	8	6	മ്	6	6	6		0	0	0	0		9	9			15
3	16	16	16			17	43	50	21	32	29	29	29	29	29		31	31	31	31		28	28		Overtime Schedule	AIN
_ل ى	20	20	20	To produce the state of the sta		30	17	20	6	4	2	2	2	2	2		11	11	11	11		9	9		Holiday Schedule	
Painter	Groundman	Lineman Operator	Line Conscruction	line Construction	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title	
19.74	n 23.54	1 33.76	36.53			23.93	25.50	22.06	16.35	27.82	24.11	24.11	26.16	26.36	26.71		27.49	27.37	27.38	27.22		22.79	22.24		Basic Hourly Rate	GREENE
11.76	5.00 + 34.5%	5.00+34.5%	5.00 + 34.5%			23.93 11.17+10%	24.30	8.79	2.75	13.50	11.81	11.81	11.81	11.81	11.81		10.90	10.90	10.90	10.90		11.24	11.24		Fringe Benefit Amount	COUNTY
5 20	16	16	16			c o	43	49	21	32	29	29	29	29	29		31	31	31	31		28	28		Overtime Schedule]7
21	20	20	20			34	17	20	6	4	2	2	2	2	2		11	11	11	11		Q	9		Holiday Schedule	

GENERAL WAGE ORDER NO. 56

HENRY COUNTY

GRUNDY COUNTY

Painter	17	34	13.37	22.648	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00 + 34.5%	33.76	Lineman Operator
Line Construction	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
Electrician - Outside	S. 1994 2				Electrician - Outside
Wireman	30	17	5.40 + 22%	31.00	Wireman
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	J.	14	9.045	25.685	Traffic Control Service Driver
Carpenter	4	32	13.50	28.17	Carpenter
Oiler-Driver	2	29	13.76	27.54	Oiler-Driver
Group IV	2	29	13.76	27.54	Group IV
Group III	2	29	13.76	29.54	Group III
Group II	2	29	13.76	29.54	Group II
Group I	2	29	13.76	29.94	Group I
Operating Engineer					Operating Engineer
Group IV	11	31	10.90	26.67	Group IV
Group III	11	31	10.90	26.64	Group III
Group II	11	31	10.90	26.65	Group II
Group i	11	31	10.90	26,49	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	11.39	24.24	Skilled
General	ဖ	28	11.39	23.89	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title

HARRISON COUNTY

Hourly Rat Basic

17	34	13.37	22.648	Painter	17	34	13.37	22.648
5 20	16	23.54 5.00 + 34.5%		Groundman	20	16	5.00+34.5%	23.54
5 20	16	33.76 5.00 + 34.5%		Lineman Operator	20	16	5.00 + 34.5%	33.76
20	16	5.00 + 34,5%	36.53	Line Construction Lineman	20	16	5.00 + 34.5%	36.53
				Electrician - Outside				
8	23	33.83 15.25 + 10%	33,83	Electrician - Inside Wireman	30	17	31.00 5.40 + 22%	31.00
17	43	24.30	25.50	Iron Worker	17	43	24.30	25.50
20	50	16.20	31.08	Cement Mason	16	48	10.70	25.73
6	21	2.71	15.35	Traffic Control Service Driver	v	14	9.045	25.685
4	32	13.50	28.17	Carpenter	4	32	13.50	28.17
2	29	13.76	27.54	Oiler-Driver	2	29	13.76	27.54
2	29	13.76	27.54	Group IV	2	29	13.76	27.54
2	29	13.76	29.54	Group III	2	29	13.76	29.54
2	. 29	13.76	29.54	Group II	2	29	13.76	29.54
2	29	13.76	29,94	Group I	2	29	13.76	29.94
				Operating Engineer				
11	31	10.90	27,49	Group IV	11	31	10.90	26.67
11	31	10.90	27.37	Group III	11	31	10.90	26.64
11	31	10.90	27.38	Group II	11	31	10.90	26.65
11	31	10.90	27.22	Group !	11	31	10.90	26.49
				Truck Driver - Teamster				
9	28	11.24	22.79	Skilled	و	28	11.39	24.24
9	28	11.24	22.24	General	و	28	11.39	23.89
				Laborer				
Schedule	Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic urly Rate
Loliday) in the	Fringe	Basic				Fringe	

HOWARD COUNTY

HICKORY COUNTY

1						
	Painter	21	20	11.76	19.74	Painter
3	Groundman	20	16	5.00 + 34.5%	23.54	Groundman
¥ 5	Lineman	20	16	5.00+34.5%	33.76	Lineman Operator
āš	Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
******	Electrician - Outside					Electrician - Outside
	Wireman	34	8	11.17 + 10%	23.93	Wireman
+	Iron Worker	17	43	24.30	25.50	Iron Worker
+	Cement Mason	20	49	8.79	22.06	Cement Mason
- "	Traffic Control Service Driver	o	21	2.75	16.35	Traffic Control Service Driver
-	Carpenter	4	32	13.50	27.82	Carpenter
+=	Oiler-Driver	2	29	11.81	24.11	Oiler-Driver
 	Group IV	2	29	11.81	24.11	Group IV
=	Group III	2	29	11.81	26.16	Group III
=	Group II	2	29	11.81	26.36	Group II
+=-	Group I	2	29	11.81	26.71	Group I
	Operating Engineer					Operating Engineer
<	Group IV	11	31	10.90	27,49	Group IV
=	Group III	11	31	10.90	27.37	Group III
=	Group II	11	31	10.90	27.38	Group II
-	Group I	11	31	10.90	27.22	Group t
	Truck Driver - Teamster					Truck Driver - Teamster
1-	Skilled	9	28	11.24	22.79	Skilled
=	Genera	9	28	11.24	22.24	General
	Laborer					Laborer
I	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
-				Eringo	Racio	

> 29 139

31.08

15.35

2.71

25.50

24.30 16.20

31.00 5.40 + 22%

24.43

11.17

23.54 5.00 + 34.5% 33.76 5.00 + 34.5% 36.53 5.00 + 34.5%

28.17 27.54 27.54 29.54 29.54 29.94

13.50 13.76 13.76 13.76 13.76

32

29

13.76

26.67

10.90 10.90 10.90 10.90

26.64

8 3

26.65 26,49 24.24 23.89

11.39

28

11.39

HOLT COUNTY

Hourly Rate

Fringe Benefit Amount

Overtime Schedule

3	20	20	20		30	17	20	6	4	2	2	2	2	2		11	11	11	11		9	9		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction	Electrician - Outside	Wireman - Inside		Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
21.95	24.27	31.39	36.36		30.42	25.50	25.73	26.415	29.52	27.54	27.54	29.54	29.54	29.94		27.49	27.37	27.38	27.22		26,41	25.81		Basic Hourly Rate
11.42	5.00 + 42.5%	5.00 + 42.5%	5.00 + 42.5%		12.18 + 13%	24.30	10.70	9.045	13.50	13.76	13.76	13.76	13.76	13.76		10.90	10.90	10.90	10.90		11.52	11.52		Fringe Benefit Amount
2 35	26	26	26		6	43	48	14	32	29	29	29	29	29		31	31	31	31		44	44		Overtime Schedule
15	19	19	19		15	17	16	UT.	4	2	2	2	2	2		11	11	11	11		18	18		Holiday Schedule

GENERAL WAGE ORDER NO. 56

JACKSON COUNTY

HOWELL COUNTY

Painter	21	20	11.76	19.74	Painter
Groundman	19	. 26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	34	8	11.17 + 10%	23.93	Electrician - Inside Wireman
Iron Worker	1	100	19.84	27.51	Iron Worker
Cement Mason	27	4	12.55	25.25	Cement Mason
Traffic Control Service Driver	S.	14	9.045	25.685	Traffic Control Service Driver
Carpenter	4	51	13.92	28.15	Carpenter
Oiler-Driver	24	ω	21.33	20.69	Oiler-Driver
Group IV	24	3	21.33	20.69	Group IV
Group III	24	ω	21.33	24.34	Group III
Group II	24	w	21.33	24.54	Group II
Group I	24	3	21.33	24.89	Group I
Operating Engineer					Operating Engineer
Group IV	5	14	9.85	26.11	Group IV
Group III	ţŗ	14	9.85	25.99	Group III
Group II	S	14	9.85	26.00	Group II
Group I	v	14	9.85	25.84	Group 1
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Eringo	Bacir	

21.33 21.33

26.415

9.045

14.48

29.08 20.69 20.69 24,34 24.54 24.89

13.90

31.98 25.54

19.775

31.75 10.06+37.59

21.33 21.33 21.33

26.84

9.85

26.73 26.57

9.85 9.85

9.85

26.41 25.81

11.52 11.52

22.64

10.39

31.39 5.00 + 42.5% 24.27 5.00 + 42.5%

36.36 5.00 + 42.5%

IRON COUNTY

Hourly Rate

Basic

45	26	26	26		33	18	39	14	51	w	3	ω	ω	w		14	14	14	14		44	4		edule
35	19	19	19		15	₽	12	s	4	24	24	24	24	24		S	s	5	s		18	18		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
28.31	23.54	33.76	36.53		33.83	28.50	29.24	15.35	36,05	30.97	27.62	32.09	32.09	33.13		29.04	29.04	29.04	29.04		28.45	27.24		Hourly Rate
13.37	5.00+34.5%	5.00+34.5%	5.00+34.5%		33.83 15.25 + 10%	24.30	14.38	2.71	13.80	14.33	14.33	14.33	14.33	14.33		12.90	12.90	12.90	12.90		12.98	12.98		Benefit Amount
34	16	16	16		23	43	27	21	s	27	27	27	27	27		27	27	27	27		27	27		Schedule
17	20	20	20		8	17	10	6	29	10	10	10	10	10		10	10	10	10		10	10		Schedule

GENERAL WAGE ORDER NO. 56

JOHNSON COUNTY

JASPER COUNTY

Painter	21	20	11.76	19.74	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00 + 34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	18	15	24.00 10.96 + 8%	24.00	Electrician - Inside Wireman
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	20	49	8.79	22.06	Cement Mason
Traffic Control Service Driver	0	21	2.75	16.35	Traffic Control Service Driver
Carpenter	4	32	13.50	27.82	Carpenter
Oiler-Driver	2	29	11.81	24.11	Oiler-Driver
Group IV	2	29	11.81	24.11	Group IV
Group III	2	29	11.81	26.16	Group III
Group II	2	29	11.81	26.36	Group II
Group 1	2	29	11.81	26.71	Group
Operating Engineer					Operating Engineer
Group IV	11	31	10.90	27.49	Group IV
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10.90	27.38	Group II
Group I	11	31	10.90	27.22	Group
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	11.24	22.79	Skilled
General	9	28	11.24	22.24	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
		,			

JEFFERSON COUNTY

Hourly Rate Basic

28.75	24.27 5.00	31.39 5.00	36.36 5.00		31.75 10.06+37.5	31.98	28.70	28.775	34.03	24.81	24.35	27.81	29.11	29.11		28.845	28.775	28.735	28.625		27.91	27.31		COMPLETE STREET STREET STREET STREET
12.58	5.00 + 42.5%	5.00 + 42.5%	5.00 + 42.5%		6+37.59	19.775	14.56	9.045	13.90	21.36	21.36	21.36	21.36	21.36		8.65	8.65	8.65	8.65		11.52	11.52		CVC Commerce and C
46	26	26	26		33	18	13	14	51	2	2	22	2	2		14	14	14	14		44	44		(A) Specification
13	19	19	19	- (4.2 A)	15	4	26	رب در	4	23	23	23	23	23		S.	S	U1	رد د		18	18		AND SHOW STREET, SALES
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	
28.31	23.54	33.76	36.53		33.83	28.50	31.08	15.35	28.82	27.54	27.54	29.54	29.54	29.94		28.65	28.58	28.54	28.43		22.79	22.24		2000 00 00 00 00 00 00 00 00 00 00 00 00
13.37	23.54 5.00 + 34.5%	5.00 + 34.5%	5.00 + 34.5%		15.25 + 10%	24.30	16.20	2.71	13.50	13.76	13.76	13.76	13.76	13.76	\$ 3.5 3.5 3.5	10.90	10.90	10.90	10.90		11.24	11.24		000000000000000000000000000000000000000
34	16	16	16	50	23	43	50	21	32	29	29	29	29	29		31	31	31	31		28	28		STREET, STREET
17	20	20	20		00	17	20	6	4	2	2	2	2	2		11	11	11	11		9	9		PARTICULAR SOURCE STATE

GENERAL WAGE ORDER NO. 56

LAFAYETTE COUNTY

KNOX COUNTY

۲	a duritte	t	00	***	2.4.7	1 01000
	Painter	1,	žč	11 42	27 05	Painter
	Groundman	19	26	5.00 + 42.5%	24.27	Groundman
	Lineman Operator	91	26	5.00 + 42.5%	31.39	Lineman Operator
T	Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
	Electrician - Outside					Electrician - Outside
	Electrician - Inside Wireman	31	ы	5.35 + 35%	28.66	Electrician - Inside Wireman
i –	Iron Worker	7	38	17.31	24.44	Iron Worker
	Cement Mason	28	22	16.93	22.57	Cement Mason
	Traffic Control Service Driver	(J)	14	9.045	25.685	Traffic Control Service Driver
	Carpenter	4	32	13.50	29.52	Carpenter
	Oiler-Driver	24	3	21.33	20,69	Oiler-Driver
	Group IV	24	3	21.33	20.69	Group IV
	Group III	24	3	21.33	24.34	Group III
Г	Group II	24	3	21.33	24.54	Group II
	Group I	24	ω	21.33	24.89	Group I
	Operating Engineer	1. A)				Operating Engineer
	Group IV	5	14	9.85	26.11	Group IV
	Group III	5	14	9.85	25.99	Group III
	Group II	S	14	9.85	26.00	Group II
	Group I	5	14	9.85	25.84	Group I
	Truck Driver - Teamster					Truck Driver - Teamster
	Skilled	18	44	11.52	26.41	Skilled
	General	18	44	11.52	25.81	General
	Laborer					Laborer
Ŧ	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
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17	34	13.37	28.31	Painter	14	37	11.66	24,25
20	16	23.54 5.00+34.5%	23.54	Groundman	20	16	5.00 + 34.5%	23.54
20	16	33.76 5.00+34.5%	33.76	Lineman Operator	20	16	5.00 + 34.5%	33.76
20	16	36.53 5.00+34.5%	36.53	Line Construction Lineman	20	16	5.00 + 34.5%	36.53
				Electrician - Outside				
	23	33.83 15.25+10%	33.83	Electrician - Inside Wireman	34	&	23.93 11.17+10%	23.93
17	43	24.30	28.50	Iron Worker	17	43	24.30	25.50
20	50	16.20	31.08	Cement Mason	20	49	8.79	22.06
on on	21	2.71	15.35	Traffic Control Service Driver	6	21	2.75	16.35
4	32	13.50	28.82	Carpenter	4	32	13.50	27.82
2	29	13.76	27.54	Oiler-Driver	2	29	11.81	24.11
2	29	13.76	27.54	Group IV	2	29	11.81	24.11
2	29	13.76	29.54	Group III	2	29	11.81	26.16
2	29	13,76	29.54	Group II	2	29	11.81	26.36
2	29	13.76	29.94	Group I	2	29	11.81	26.71
Table 1				Operating Engineer	125			
11	31	10.90	28.65	Group IV	11	31	10.90	27.49
11	31	10.90	28.58	Group III	11	31	10.90	27.37
11	31	10.90	28.54	Group II	11	31	10.90	27.38
11	31	10.90	28.43	Group I	11	31	10.90	27.22
				Truck Driver - Teamster				
9	28	11.49	24.14	Skilled	9	28	11.24	22.79
9	28	11.49	23.79	General	Q	28	11.24	22.24
				Laborer				
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Tide	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic urly Rate
		Fringe	Basic				P 2	

LINCOLN COUNTY

LAWRENCE COUNTY

Painter	21	20	11.76	19.74	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	18	15	24.00 10.96 + 8%	24.00	Wireman
Electrician - Inside					Electrician - Inside
iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	20	49	8.79	22.06	Cement Mason
Traffic Control Service Driver	on	21	2.75	16.35	Traffic Control Service Driver
Carpenter	4	32	13.50	27.82	Carpenter
Oiler-Driver	2	29	11,81	24.11	Oiler-Driver
Group IV	2	29	11.81	24.11	Group IV
Group III	2	29	11.81	26.16	Group III
Group II	2	29	11.81	26.36	Group II
Group I	2	29	11.81	26.71	Group I
Operating Engineer					Operating Engineer
Group IV	11	S H	10.90	27.49	Group IV
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10,90	27.38	Group II
Group I	11	31	10.90	27.22	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	11.24	22.79	Skilled
General	9	28	11.24	22.24	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
				Basis	

LEWIS COUNTY

Hourly Rate

Basic

28.75	24.27	31.39	36.36		28.00		24.44	22.57	25.685	29.23	20.69	20.69	24.34	24.54	24.89		26.11	25.99	26.00	25.84		26.41	25.81		Basic urly Rate
12.58	5.00 + 42.5%	31.39 5.00 + 42.5%	5.00 + 42.5%		28.66 5.35 + 35%		17.31	16.93	9.045	13.90	21.33	21.33	21.33	21.33	21.33		9.85	9.85	9.85	9.85		11.52	11.52		Benefit Amount
46	26	26	26			3	38	22	14	51	3	3	3	3	3		14	14	14	14		44	44		Overtime Schedule
13	19	19	19	2016	7.5		7	28	v	4	24	24	24	24	24		S	s	5	s		18	18		Holiday Schedule
Painter			L L	Electrici	I DITTO II AA	Electrica	Iron Worker	Cement Mason	Traffic O Driver	Carpenter						Operatin					Truck Driver Teamster			Laborer	Occup
	Groundman	Lineman Operator	Line Construction	Electrician - Outside		Electrician - Inside	rker	Mason	Traffic Control Service Driver	er	Oiler-Driver	Group IV	Group III	Group II	Group	Operating Engineer	Group IV	Group III	Group II	Group	r ver -	Skilled	Genera		Occupational Title
28.75	n 24.27		n 36.36		0.110	21 76	31.98	27.53	27.425	30.74	24.81	24.35	27.81	29.11	29.11		27.8	28.73	27.69	27.58		28.73	28.73		Hourly Rate
12.58	5.00 + 42.5%	31.39 5.00 + 42.5%	5.00 + 42.5%		-0.00	21 75 10 06 + 37 5%	19.775	14.48	9.045	13.90	21,36	21.36	21.36	21.36	21.36	7.00	9.85	9.85	9.85	9.85		11.65	11.65		Benefit Amount
8 46	26	26	26			33	18	13	14	51	2	2	2	2	2		14	14	14	14		41	41		Overtime Schedule
13	5 19	19	19			15		26	·	4	23	23	23	23	23		5	5	U1	v.		16	16		Schedule

GENERAL WAGE ORDER NO. 56

MICDONALD COUNTY

LINN COUNTY

2 GHINGS	ţ	7.7	44.74	2.2.00	, direct
Daintor	10	35	11 42)1 Q5	Daintor
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	. 26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
			888888		
Electrician - Inside Wireman	31	₽	5.35 + 35%	28.66	Electrician - Inside Wireman
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	U1	14	9.045	25.685	Traffic Control Service Driver
Carpenter	4	32	13.50	29.52	Carpenter
Oiler-Driver	2	29	13.76	27.54	Oiler-Driver
Group IV	2	29	13.76	27.54	Group IV
Group III	2	29	13.76	29.54	Group III
Group II	2	29	13.76	29.54	Group II
Group I	2	29	13,76	29.94	Group
Operating Engineer					Operating Engineer
Group IV	11	31	10.90	27,49	Group IV
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10,90	27.38	Group II
Group I	11	31	10.90	27.22	Group
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title

LIVINGSTON COUNTY

21	20	11.76	19.74	Painter	17	34	13.37	22,648	
20	16	23.54 5.00 + 34.5%		Groundman	20	16	23.54 5.00+34.5%	23.54	Groundman
20	16	33.76 5.00 + 34.5%		Lineman Operator	20	16	5.00 + 34.5%	33.76	Lineman Operator
20	16	36.53 5.00 + 34.5%		Line Construction	20	16	5.00 + 34.5%	36.53	Construction Lineman
				Electrician - Outside					n - Outside
18	15	24.00 10.96+8%	24.00	Wireman - Inside	30	17	31.00 5.40 + 22%	31.00	1 - Inside
17	43	24.30	25.50	Iron Worker	17	43	24.30	25.50	(er
20	49	8.79	22.06	Cement Mason	16	48	10.70	25.73	fason
on_	21	2.75	16.35	Traffic Control Service Driver	ø.	21	2.71	15.35	ntrol Service
4	32	13.50	27.82	Carpenter	4	32	13.50	28.17	
2	29	11.81	24.11	Oiler-Driver	2	29	13.76	27.54	Oiler-Driver
2	29	11.81	24.11	Group IV	2	29	13.76	27.54	Group IV
2	29	11.81	26.16	Group III	2	29	13.76	29.54	Group III
2	29	11.81	26.36	Group II	2	29	13.76	29.54	Group II
2	29	11.81	26.71	Group !	2	29	13.76	29.94	Group I
				Operating Engineer					Engineer
11	31	10.90	26.67	Group IV	11	31	10.90	27.49	Group IV
11	31	10.90	26.64	Group III	11	31	10.90	27.37	Group III
11	31	10.90	26.65	Group II	11	31	10.90	27.38	Group II
11	31	10.90	26.49	Group I	11	31	10.90	27.22	Group I
				Truck Driver - Teamster					er-
9	28	11.24	22.79	Skilled	9	28	11.39	24.24	Skilled
9	28	11.24	22.24	General	9	28	11.39	23.89	General
				Laborer					
Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	tional Title

MACON COUNTY

Painte	ts_	35	11.42	21.95	Painter
	19	26	5.00 + 42.5%	24.27	Groundman
	19	26	5.00 + 42.5%	31.39	Lineman Operator
	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electri	- <u> </u>				Electrician - Outside
Electric	31	Þ	5.35+35%	28.66	Electrician - Inside Wireman
Iron W		19		18.05	Iron Worker
Cemen	16	48	10.70	25.73	Cement Mason
Traffic Driver	vı	<u> </u>	9.045	26,415	Traffic Control Service Driver
Carpen	4	32	13.50	29.52	Carpenter
	24	3	21.33	20.69	Oiler-Driver
	24	ω	21.33	20.69	Group IV
	24	s	21.33	24.34	Group III
	24	w	21.33	24.54	Group II
	24	ω	21.33	24.89	Group
Operat					Operating Engineer
	ر ان	14	9.85	26.84	Group IV
	(J	14	58.6	26.72	Group III
	(r	14	9.85	26.73	Group II
	ر. د	14	9,85	26.57	Group I
Truck E Teamst		ī			Truck Driver - Teamster
	18	44	11.52	26.41	Skilled
	18	44	11.52	25.81	General
Labore					Laborer
Осси	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic Hourly Rate	Occupational Title

MADISON COUNTY

14	37	11.66	24.25	Painter	35	45	10.39	22.64	Painter
19	26	24.27 5.00 + 42.5%		Groundman	39	40	23.79 5.75+29.3/4%	23.79	Groundman
19	26	31.39 5.00 + 42.5%		Lineman Operator	39	40	30.16 5.75 + 29.3/4%	30.16	Lineman Operator
19	26	36.36 5.00 + 42.5%		Line Construction Lineman	39	46	41.91 5.75+29.3/4%	41.91	Line Construction Lineman
				Electrîcian - Outside					Electrician - Outside
15	6	30.42 12.18 + 13%	30.42	Electrician - Inside Wireman	15	33	10.06 + 37.59	31.75	Electrician - Inside Wireman
	19		46.00	Iron Worker	1	18	19.775	31.98	ron Worker
16	48	10.70	25.73	Cement Mason	12	39	14.48	25.54	Zement Mason
S	14	9.045	26.415	Traffic Control Service Driver	s	14	9.045	26.415	Traffic Control Service Driver
4	51	13.90	29.08	Carpenter	4	51	13.90	29.08	Carpenter
24	3	21.33	20.69	Oiler-Driver	24	3	21.33	20.69	Oiler-Driver
24	ω	21.33	20.69	Group IV	24	3	21.33	20.69	Group IV
24	3	21.33	24.34	Group III	24	3	21.33	24.34	Group III
24	ω	21.33	24.54	Group II	24	3	21.33	24.54	Group II
24	ω	21.33	24.89	Group !	24	y,	21.33	24.89	Group I
				Operating Engineer					Operating Engineer
5	14	9,85	26.84	Group IV	s	14	9.85	26.84	Group IV
5	14	9.85	26.72	Group III	s	14	9.85	26.72	Group III
5	14	9.85	26.73	Group II	v.	14	9.85	26.73	Group II
s	14	9.85	26.57	Group I	U T	14	9.85	26.57	Group I
				Truck Driver - Teamster					ruck Driver - eamster
18	44	11.52	26.41	Skilled	18	44	11.52	26.41	Skilled
18	44	11.52	25.81	General	18	44	11.52	25.81	General
				Laborer					aborer
Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
	TY .	MARIES COUNTY	MARIES	7		ΥTI	COUN	MADISON COUNTY	M

GENERAL WAGE ORDER NO. 56

MILLER COUNTY

MARION COUNTY

Painter	13	46	12.58	28.75	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	31	₽	5.35 + 35%	28.66	Electrician - Inside Wireman
Iron Worker	7	38	17.31	24.44	Iron Worker
Cement Mason	12	39	14.48	25.54	Cement Mason
Traffic Control Service Driver	رب.	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	51	13.90	29.23	Carpenter
Oiler-Driver	24	w	21,33	20.69	Oiler-Driver
Group IV	24	w	21.33	20.69	Group IV
Group III	24	3	21.33	24.34	Group III
Group II	24	3	21.33	24.54	Group II
Group I	24	3	21.33	24.89	Group
Operating Engineer					Operating Engineer
Group IV	S	14	9.85	26.84	Group IV
Group III	U	14	9.85	26.72	Group III
Group II	5	14	9.85	26.73	Group II
Group I	5	14	9.85	26.57	Group I
Truck Driver Teamster					Truck Driver - Teamster
Skilled	18	44	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

25.685

28.17 27.54 27.54 29.54 29.54 29.94

13.50 13.76 13.76 13.76 13.76 13.76

25.50 25.73

24.30 10.70 9.045

31.00 5.40 + 22%

26.67 26.64 26.65 26,49

10.90 10.90 10.90 10.90

11.39

24.24 23.89

11.39

23.54 5.00 + 34.5% 33.76 5.00 + 34.5%

22.648

13.37

36.53 5.00 + 34.5%

MERCER COUNTY

Hourly Rate Basic

14	37	11.66	24.25	Painter	17	34
19	26	5.00 + 42.5%	24.27	Groundman	20	16
19	26	5.00 + 42.5%	31.39	Lineman Operator	20	16
19	26	5.00 + 42.5%	36.36	Line Construction Lineman	20	16
				Electrician - Outside		
15	6	30.42 12.18 + 13%	30.42	Electrician - Inside Wireman	30	17
	19		17.10	Iron Worker	17	43
16	48	10.70	25.73	Cement Mason	16	48
5	14	9.045	26.415	Traffic Control Service Driver	S	24
4	32	13.50	29.52	Carpenter	4	32
24	₩	21.33	20.69	Oiler-Driver	2	29
24	3	21.33	20.69	Group IV	2	29
24	w	21.33	24.34	Group III	2	29
24	3	21.33	24.54	Group II	2	29
24	ω	21.33	24.89	Group I	2	29
				Operating Engineer		
5	14	9.85	26.84	Group IV	11	31
ហ	14	9,85	26.72	Group III	11	31
5	14	9,85	26.73	Group II	11	31
S	14	9.85	26.57	Group I	11	31
				Truck Driver - Teamster		
18	44	11.52	26.41	Skilled	9	28
18	44	11.52	25.81	General	9	28
				Laborer		
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule
		7.1	2			

GENERAL WAGE ORDER NO. 56

MONROE COUNTY

MISSISSIPPI COUNTY

Painter	35	45	10.39	20.54	Painter
Groundman	39	40	5 75 + 29.3/4%	23.79	Groundman
Lineman Operator	39	40	5 75 + 29.3/4%	30.16	Lineman Operator
Line Construction Lineman	39	40	5.75 + 29.3/4%	41.91	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	15	33	10.06 + 37.5%	31.75	Electrician - Inside Wireman
Iron Worker	34	00	18.03	23.87	Iron Worker
Cement Mason	27	4	12.55	25.25	Cement Mason
Traffic Control Service Driver	رب ا	14	9.045	26,415	Traffic Control Service Driver
Carpenter	4	51	13.92	29.07	Carpenter
Oiler-Driver	24	3	21.33	20.69	Oiler-Driver
Group IV	24	3	21.33	20.69	Group IV
Group III	24	υ_	21.33	24.34	Group III
Group II	24	3	21.33	24.54	Group II
Group I	24	ω	21.33	24.89	Group I
Operating Engineer					Operating Engineer
Group IV	55	14	9.85	26.84	Group IV
Group III	Ş	14	9.85	26.72	Group III
Group II	VI.	14	9.85	26.73	Group II
Group I	S	14	9.85	26.57	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	4	11.52	26,41	Skilled
General	18	44	11.52	25.81	General
Laborer			_		Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

MONITEAU COUNTY

Hourly Rate Basic

15	51	35	11.42	21.95	Painter	15	35	11.42	21.95
19	O1	26	5.00 + 42.5%	24.27	Groundman	19	26	5.00 + 42.5%	24.27
19	01	26	5.00 + 42.5%	31.39	Lineman Operator	19	26	5.00 + 42.5%	31.39
19	O1	26	5.00 + 42.5%	36.36	Line Construction	19	26	5.00 + 42.5%	36.36
					Electrician - Outside				
31		1	28.66 5.35+35%	28.66	Electrician - Inside Wireman	15	6	30.42 12.18 + 13%	30.42
7	-	38	17.31	24.44	tron Worker	17	43	24.30	25.50
16	1	48	10.70	25.73	Cement Mason	16	48	10.70	25.73
UI		14	9.045	26.415	Traffic Control Service Driver	ហ	14	9.045	26.415
4		32	13.50	29.52	Carpenter	4	32	13.50	29.52
24	-	ω	21.33	20.69	Oiler-Driver	24	3	21.33	20.69
24		ω.	21.33	20.69	Group IV	24	3	21.33	20.69
24		ω	21.33	24.34	Group III	24	3	21.33	24.34
24		w	21.33	24.54	Group II	24	3	21.33	24.54
24		3	21.33	24.89	Group I	24	s,	21.33	24.89
					Operating Engineer				
v		14	9,85	26.84	Group IV	11	15	10.90	27.49
vı		14	9.85	26.72	Group III	11	31	10.90	27.37
5	ĺ	1.4	9.85	26.73	Group II	11	31	10.90	27.38
ίΛ		1.4	9.85	26.57	Group I	11	31	10.90	27.22
					Truck Driver - Teamster				
18		4	11.52	26.41	Skilled	18	44	11.52	26.41
18		44	11.52	25.81	General	18	44	11.52	25.81
					Laborer	(5.27) (5.27) (7			
day dule	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	lasic rly Rate
							ĺ		

NEW MADRID COUNTY

MONTGOMERY COUNTY

Painter	15	35	11.42	21.95	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	31	—	5.35 + 35%	28.66	Wireman - Inside
1 12		19		18.05	120
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	s	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	51	13.90	29.08	Carpenter
Oiler-Driver	24	ω	21.33	20.69	Oiler-Driver
Group IV	24	ω	21.33	20.69	Group IV
Group III	24	3	21.33	24.34	Group III
Group II	24	3	21.33	24.54	Group II
Group I	24	3	21.33	24.89	Group I
Operating Engineer					Operating Engineer
Group Ⅳ	G	1.4	9.85	26.84	Group IV
Group III	5	14	9.85	26.72	Group III
Group II	S	14	9.85	26.73	Group II
Group I	v	14	9.85	26.57	Group (
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	16	41	11.65	28.73	Skilled
General	16	41	11.65	28.73	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

28.22 20.69 20.69 24.34 24.54 24.89

13.50 21.33 21.33 21.33 21.33

2.75

21.33

27.49 27.37 27.38 27.22

10.90 10.90 10.90 10.90

22.24

11.24

22.79

11.24

36.36 5.00 + 42.5%

24.27 5.00 + 42.5% 31.39 5.00 + 42.5%

21.95

11.42

25.50 25.73 16.35

24.30 10.70

33.83 15.25 + 10%

MORGAN COUNTY

Hourly Rate Basic

Fringe Benefit Amount

2	3<	34	34	12 72 72 73	9.	<u> </u>	~	יי)	W	**	~	40	444	Y 300 XX.		-	_		A CONTRACTOR OF THE PARTY OF TH	_	-	S0000000000000000000000000000000000000	
. 35	26	26	26		23	43	48	21	32	3	3	ຜ	3	w		15	31	31	31		28	28		Overtime Schedule
15	19	19	19		8	17	16	6	4	24	24	24	24	24		11	11	11	11		9	9		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group i	Operating Engineer	Group IV	Group III	Group II	Group	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
20.54	23.79	30.16	41.91		31.75	23.87	25.25	26.415	29.07	20.69	20.69	24.34	24.54	24.89		26.84	26.72	26.73	26.57		26.41	25.81		Basic Hourly Rate
10.39	5.75 + 29.3/4%	5.75 + 29.3/4%	5.75 + 29.3/4%		10.06 + 37.5%	18.03	12.55	9.045	13.92	21.33	21.33	21.33	21.33	21.33		9.85	9.85	9.85	.9.85		11.52	11.52		Fringe Benefit Amount
45	40	40	40		33	00	4	14	51	w	w	3	3	3		14	14	14	14		44	44		Overtime Schedule
35	39	39	39		15	34	27	55	4	24	24	24	24	24		5	5	51	5		18	18		Holiday Schedule

GENERAL WAGE ORDER NO. 56

OREGON COUNTY

NEWTON COUNTY

Painter	21	20	11.76	19.74	Painter
Groundman	20	16	5.00+34.5%	23.54	Groundman
Lineman Operator	20	16	5.00 + 34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	18	15	10.96 + 8%	24.00	Wireman
Electrician - Inside					Electrician - Inside
Iron Worker	18	25	11.90	22,40	Iron Worker
Cement Mason	20	49	8.79	22.06	Cement Mason
Traffic Control Service Driver	6	21	2.75	16.35	Traffic Control Service Driver
Carpenter	4	32	13.50	27.82	Carpenter
Oiler-Driver	2	29	11.81	24.11	Oiler-Driver
Group IV	2	29	11.81	24.11	Group IV
Group III	2	29	11.81	26.16	Group III
Group II	2	29	11.81	26.36	Group II
Group I	2	29	11.81	26.71	Group I
Operating Engineer					Operating Engineer
Group IV	11	31	10.90	27.49	Group IV
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10.90	27.38	Group II
Group I	11	31	10.90	27.22	Group!
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	11.24	22.79	Skilled
General	Q	28	11.24	22.24	General
Laborer .					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Fringe	Basic	

NODAWAY COUNTY

Hourly Rate Basic

35	45	10.39	20.54	Painter	ω	36	11.17	24.43
19	26	5.00 + 42.5%	24.27	Groundman	20	16	5.00 + 34.5%	23.54
19	26	5.00 + 42.5%	31.39	Lineman Operator	20	16	5.00 + 34.5%	33.76
19	26	5.00 + 42.5%	36,36	Line Construction Lineman	20	16	5.00 + 34.5%	36.53
				Electrician - Outside				
34	00	23.93 11.17 + 10%	23.93	Electrician - Inside Wireman	30	17	31.00 5.40 + 22%	31.00
р	18	19.84	27.51	Iron Worker	17	43	24.30	25.50
27	4	12.55	25.25	Cement Mason	20	50	16.20	31.08
Ut	14	9.045	25.685	Traffic Control Service Driver	ស	14	9.045	25.685
4	51	13.92	28.15	Carpenter	4	32	13.50	28.17
24	3	21.33	20.69	Oller-Driver	2	29	13.76	27.54
24	ω	21.33	20.69	Group IV	2	29	13.76	27.54
24	ω	21.33	24.34	Group III	2	29	13.76	29.54
24	3	21.33	24.54	Group II	2	29	13.76	29.54
24	3	21.33	24.89	Group I	2	29	13.76	29.94
				Operating Engineer				
5	14	9.85	26.11	Group IV	11	31	10.90	26.67
5	14	9.85	25.99	Group III	11	31	10.90	26.64
S	14	9.85	26.00	Group II	11	31	10.90	26.65
v	14	9.85	25.84	Group I	11	31	10.90	26.49
				Truck Driver - Teamster				
18	4	11.52	26.41	Skilled	9	28	11,39	24.24
18	44	11.52	25.81	General	9	28	11.39	23.89
				Laborer		District.		
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	asic rly Rate
		Calana	2					

GENERAL WAGE ORDER NO. 56

PEMISCOT COUNTY

OSAGE COUNTY

Painter	15	35	11.42	21.95	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00+42.5%	31.39	Lineman Operator
Line Construction	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside	essential and the second			3	Electrician - Outside
Electrician - Inside Wireman	15	6	12.18 + 13%	30.42	Electrician - Inside Wireman
Iron Worker	1	10	19.84	27.51	iron Worker
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	ۍ.	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	32	13.50	29.52	Carpenter
Oiler-Driver	24	3	21.33	20.69	Oiler-Driver
Group IV	24	ω	21.33	20.69	Group IV
Group III	24	3	21.33	24.34	Group III
Group II	24	3	21.33	24.54	Group II
Group I	24	ω	21.33	24.89	Group I
Operating Engineer					Operating Engineer
Group IV	v	14	9.85	26.84	Group IV
Group III	ۍ	14	9.85	26.72	Group III
Group II	(F	14	9.85	26.73	Group II
Group I	v	14	9.85	26.57	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer			the state of the s		Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title

OZARK COUNTY

Hourly Rate Basic

19.74	23.54	33.76	36.53		15.00	25.50	22.06	16.35	27.82	24.11	24.11	26.16	26.36	26.71		26.67	26.64	26.65	26.49		22.79	22.24		Basic Irly Rate
11 76	5.00 + 34.5%	5.00 + 34.5%	36.53 5.00+34.5%			24.30	8.79	2.75	13.50	11.81	11.81	11.81	11.81	11.81		10.90	10.90	10.90	10.90		11.24	11.24		Benefit Amount
20	16	16	16		19	43	49	21	32	29	29	29	29	29		31	31	31	31		28	28		Schedule
21	20	20	20	And the second s		17	20	on.	4	2	2	2	2	2		11	11	11	11		9	9		Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group !	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational life
20.54			41.91		31.75	23.87	25.25	26.415	29.07	20.69	20.69	24.34	24.54	24.89		26.84	26.72	26.73	26.57		26.41	25.81		Rate
10.39	23.79 5.75 + 29.3/4%	30.16 5.75 + 29.3/4%	15.75 + 29 3/4%		31.75 10.06+37.5%	18.03	12.55	9.045	13,92	21.33	21.33	21.33	21.33	21.33	N. C.	9.85	9.85	9.85	9.85		11.52	11.52		Amount
45	40	40	40		33	8	4	14	51	ω	ω	w	3	ω		14	14	14	14		44	44		Schedule
35	39	39	39		. 15	34	27	5	4	24	24	24	24	24		5	UT	5	5		18	18		Schedule

GENERAL WAGE ORDER NO. 56

PHELPS COUNTY

PERRY COUNTY

	Painter	35	45	10.39	20.54	Painter
-	Groundman	19	26	5.00 + 42.5%	24.27	Groundman
7 -	Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
	Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
500,0000000000000000000000000000000000	Electrician - Outside					Electrician - Outside
1	Electrician - Inside Wireman	15	33	10.06 + 37.5%	31.75	Electrician - Inside Wireman
1	Iron Worker	Þ	100	19.775	31.98	Iron Worker
1	Cement Mason	27	4	12.55	25.25	Cement Mason
t	Traffic Control Service Driver	ъ	14	9.045	26.415	Traffic Control Service Driver
1	Carpenter	4	51	13.92	29.07	Carpenter
1	Oiler-Driver	24	ω	21.33	20.69	Oller-Driver
<u> </u>	Group IV	24	ω.	21.33	20.69	Group IV
	Group III	24	3	21.33	24,34	Group III
	Group II	24	ω	21.33	24.54	Group II
	Group	24	3	21.33	24.89	Group I
	Operating Engineer					Operating Engineer
	Group IV	S	14	9.85	26.84	Group IV
	Group III	S	14	9.85	26.72	Group III
	Group II	(Jt	14	9.85	26.73	Group II
	Group I	5	14	9.85	26.57	Group I
	Truck Driver - Teamster					Truck Driver - Teamster
	Skilled	18	44	11.52	26.41	Skilled
	General	18	44	11.52	25.81	General
8642	Laborer					Laborer
X	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

PETTIS COUNTY

Hourly Rate Basic

31 05	23.54	33.76	36.53		33.83	25.50	25.73	15.35	28.22	27.54	27.54	29.54	29.54	29.94		27.49	27.37	27.38	27.22		22.79	22.24		asic ly Rate
11 /2	5.00 + 34.5%	5.00 + 34.5%	5.00 + 34.5%		33.83 15.25 + 10%	24.30	10.70	2.71	13.50	13.76	13.76	13.76	13.76	13.76		10.90	10.90	10.90	10.90		11.24	11.24		Benefit Amount
35	16	16	16		23	43	48	21	32	29	29	29	29	29		31	31	31	31		28	28		Overtime Schedule
1,	20	20	20		8	17	16		4	2	2	2	2	2		11	11	11	11		9	9		Schedule
Painter				Elect	Wire	Fon	Cem	Traffic Driver	Carp						Oper			Γ		Truck Driv			Laborer	8
ter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group	Operating Engineer	Group IV	Group III	Group II	Group	Truck Driver - Teamster	Skilled	General	rer	Occupational Title
24.25	24.27		36,36		30,42	27.51	25.54	26.415	29.08	20.69	20.69	24.34	24.54	24.89		26.84	26.72	26.73	26.57		26,41	25.81		Hourly Rate
11.66	5.00 + 42.5%	31.39 5.00 + 42.5%	5.00 + 42.5%		30.42 12.18+13%	19.84	14.48	9.045	13.90	21,33	21.33	21.33	21.33	21.33		9.85	9.85	9.85	9.85		11.52	11.52		Benefit Amount
37	26	26	26		6	18	39	14	51	ω	ω	3	ω	3		14	14	14	14		44	44		Schedule
7 14	5 19	19	19		15	,,,	12	5	4	24	24	24	24	24		5	5	5	5		18	18		Schedule

GENERAL WAGE ORDER NO. 56

POLK COUNTY

PIKE COUNTY

	Basic	Fringe	Quartimo	Haliday	
ccupational Title	Hourly	Benefit	Schadula		Occu
	Rate	Amount		Schledore	

Laborer

General Skilled

26.41 25.81

11.52 11.52 Ö

Rate

Amount

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-

46	26	26	26		j-a	18	39	14	51	ω	ω	ω	3	ω		14	14	14	14		44	44		ime
13	19	19	19		31	1	12	U1	4	24	24	24	24	24		5	ر. د	(J	(J		18	18		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	Genera	Laborer	Occupational Title
28.31		n r 33.76	n 36.53		33.83	28.50	29.24	15.35	36.05	30.97	27.62	32.09	32.09	33.13		29.04	29.04	29.04	29.04		28.45	27.24		Basic Hourly Rate
13.37	23.54 5.00+34.5%	5.00 + 34.5%	5.00 + 34.5%		15.25 + 10%	24.30	14.38	2.71	13.80	14.33	14.33	14.33	14.33	14.33		12.90	12.90	12.90	12.90		12.98	12.98		Fringe Benefit Amount
34	16	16	9 L		23	43	27	21	5	27	27	27	27	27		27	27	27	27		27	27		Overtime Schedule
17	20	20	20		00	17	10	6	29	10	10	10	10	10		10	10	10	10		10	10		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Oriver	Group IV	Group III	Group II	Group l	Operating Engineer	Group IV	Group III	Group II	Group	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
19.74	23.54	33.76	36.53 5		23.93	25.50	22.06	16.35	27.82	24.11	24.11	26.16	26.36	26.71		27,49	27.37	27.38	27.22		22.79	22.24		Basic Hourly Rate
11.76	5.00+34.5%	5.00+34.5%	5.00+34.5%		23.93 11.17+10%	24.30	8.79	2.75	13.50	11.81	11.81	11.81	11.81	11.81		10.90	10.90	10.90	10.90		11.24	11.24		Fringe Benefit Amount
20	16	16	16			43	49	21	32	29	29	29	29	29		31	31	31	31		28	28		Overtime Schedule
21	20	20	20		34	17	20	6	4	2	2	2	2	2		11	11	11	11		9	9		Holiday Schedule

Painter

28.75

12.58

Groundman

24.27 5.00 + 42.5%

Lineman Operator Lineman

31.39 5.00 + 42.5%

36.36 5.00 + 42.5%

Electrician - Outside

Line Construction

Electrician - Inside

iron Worker

27.51 25.54

19.84 14,48 9,045

Wireman

28.66 5.35 + 35%

Driver

26.415

Traffic Control Service

Carpenter

29,79 20.69 20.69 24.34 24.54 24.89

13,90 21.33 21.33 21.33 21.33 21.33

Oiler-Driver

Group III

Group I

Group

Group IV

Cement Mason

Operating Engineer

Group IV

26.84

9,85 9.85 9.85 9.85

Group III

26.72 26.73 26.57

Group I

Group

Teamster Truck Driver -

RALLS COUNTY

PULASKI COUNTY

Painter	14	37	11.66	24.25	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	16	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	34	60	11.17 + 10%	28.58	Electrician - Inside Wireman
Iron Worker	şuò	18	19.84	27.51	Iron Worker
Cement Mason	12	39	14.48	25,54	Cement Mason
Traffic Control Service Driver	5	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	51	13.90	29.08	Carpenter
Oiler-Driver	24	w	21.33	20.69	Oiler-Driver
Group IV	24	3	21.33	20.69	Group IV
Group III	24	3	21.33	24.34	Group III
Group II	24	3	21.33	24.54	Group II
Group I	24	s	21.33	24.89	Group !
Operating Engineer					Operating Engineer
Group IV	s	14	9.85	26.84	Group IV
Group III	5	14	9.85	26.72	Group III
Group II	S	14	9.85	26.73	Group II
Group I	5	14	9.85	26.57	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	11.52	26,41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title.

25.685

25.50 25.73

24.30 10.70 9.045

28.66 5.35 + 35%

29.52 20.69 20.69 24.34 24.54 24.89

13.50 21.33 21.33 21.33 21.33 21.33 26.11 25.99

9.85 9.85 26.00

9.85 9.85

25.84

26.41 25.81

11.52 11.52

36.36 5.00 + 42.5%

24.27 5.00 + 42.5% 31.39 5.00 + 42.5%

21.95

11.42

PUTNAM COUNTY

Hourly Rate Basic

Fringe Benefit Amount

> Overtime Schedule

35	26	26	26		ş.a	చ	8	14	32	ω	w	w	ω	w		4	4	4	14		7	4		(P (9
15	19	19	19		31	17	16	v	4	24	24	24	24	24		vs	S	5	S	General Control	18	18		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
28.75	24.27	31.39	36.36		28.66	24.44	25.54	26,415	29.23	20.69	20.69	24.34	24.54	24.89		26.84	26.72	26.73	26.57		26.41	25.81		Basic Hourly Rate
12.58	5.00 + 42.5%	5.00 + 42.5%	5.00 + 42.5%		28.66 5.35 + 35%	17.31	14.48	9,045	13.90	21,33	21.33	21.33	21.33	21.33		9.85	9.85	9.85	9.85		11.52	11.52		Fringe Benefit Amount
46	26	26	26		1	38	39	14	51	ω	æ	w	w	ω		14	14	14	14		4	44		Overtime Schedule
13	19	19	19		31	7	12	S	4	24	24	24	24	24		5	5	5	5		18	18		Holiday Schedule

REYNOLDS COUNTY

RANDOLPH COUNTY

Painter	15	35	11.42	21.95	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside	7a-82				Electrician - Outside
Electrician - Inside Wireman	15	6	12.18 + 13%	30.42	Electrician - Inside Wireman
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	S	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	32	13.50	29.52	Carpenter
Oiler-Driver	24	s	21.33	20.69	Oiler-Driver
Group IV	24	ω	21.33	20.69	Group IV
Group III	24	3	21.33	24.34	Group III
Group II	24	ω	21.33	24.54	Group II
Group I	24	3	21.33	24.89	Group I
Operating Engineer					Operating Engineer
Group IV	11	31	10.90	27.49	Group I√
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10.90	27.38	Group II
Group I	11	31	10.90	27.22	Group I
Truck Driver - Teamster	100 mm				Truck Driver - Teamster
Skilled	18	44	11.52	26,41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Tube and	7	

14.33

36.05 30.97 27.62 32.09 32.09 33.13

13.80

28.50 29.24 15.35

24.30

14.38

2.71

33.83 15.25 + 10%

14.33

14.33

14.33

14.33

29.04 29.04 29.04 29.04

12.90 12.90 12.90 12.90 28.45 27.24

12.98 12.98

23.54 5.00 + 34.5% 33.76 5.00 + 34.5%

28.31

13.37

36.53 5.00 + 34.5%

RAY COUNTY

Hourly Rate

Basic

<u> </u>	8	%	8		8	Ö	00	نو	0	ω	ω	ψ.	ω	w		0	0	0	0	A	00	00		
24	9T	16	16		23	43	27	21	5	27	27	27	27	27	d di	27	27	27	27		27	27		Overtime Schedule
17	20	20	20		&	17	10	6	29	10	10	10	10	10		10	10	10	10		10	10	5	Holiday Schedule
				24/1/2010/2010/0																				
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group !	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
20.54	24.27		36.36		31.75	31.98	25.54	26.415	29.08	20.69	20.69	24.34	24.54	24.89		26.84	26.72	26.73	26.57		26.41	25.81		Basic Hourly Rate
10.39	7 5.00 + 42.5%	31.39 5.00 + 42.5%	5.00 + 42.5%		10.06 + 37.5%	19,775	14,48	9.045	13.90	21.33	21,33	21.33	21.33	21.33		9.85	9.85	9.85	9.85		11.52	11.52		Fringe Benefit Amount
45	26	26	26		33	18	39	14	51	3	3	3	3	3		14	14	14	14		4	44		Overtime Schedule
35	5 19	5 19	19		15	ш	12	J.	4	24	24	24	24	24	225	tr	UT.	v	(A		18	18		Holiday Schedule

ST. CLAIR COUNTY

RIPLEY COUNTY

	Painter	3 5	45	65.0T	20.54	Painter
\neg						- {
	Groundman	19	26	5.00 + 42.5%	24.27	Groundman
	Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
	Lineman	19	26	5.00 + 42.5%	36.36	Lineman
	Line Construction					Line Construction
	Electrician - Outside					Electrician - Outside
	Wireman	15	33	10.06+37.5%	31.75	Wireman
	Electrician - Inside					Electrician - Inside
	Iron Worker	34	Q 0	18.03	23.87	Iron Worker
	Cement Mason	27	4	12.55	25.25	Cement Mason
	Traffic Control Service Driver	ن	14	9.045	25.685	Traffic Control Service Driver
	Carpenter	4	51	13.92	28.15	Carpenter
\Box	Oiler-Driver	24	3	21.33	20.69	Oiler-Driver
$\overline{}$	Group IV	24	3	21.33	20.69	Group IV
	Group III	24	3	21.33	24.34	Group III
	Group II	24	3	21.33	24.54	Group II
	Group I	24	3	21.33	24.89	Group I
	Operating Engineer	Li.				Operating Engineer
	Group IV	ហ	14	9.85	26.11	Group IV
	Group III	5	14	9,85	25.99	Group III
	Group II	S	14	9.85	26.00	Group II
	Group I	(ri	14	9.85	25.84	Group !
	Truck Driver - Teamster					Truck Driver - Teamster
	Skilled	18	44	11.52	26,41	Skilled
	General	18	44	11.52	25.81	General
	Laborer					Laborer
Ŧ	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
7						

ST. CHARLES COUNTY

	20	11.76	19.74	Painter	ដ	46	12.58	28.75
<u> </u>	16	23.54 5.00 + 34.5%		Groundman	19	26	5.00 + 42.5%	24.27
	16	33.76 5.00+34.5%		Lineman Operator	19	26	5.00 + 42.5%	31.39
	16	36.53 5.00 + 34.5%		Line Construction Lineman	19	26	5.00 + 42.5%	36.36
				Electrician - Outside				
	15	24.00 10.96 + 8%	24.00	Electrician - Inside Wireman	15	33	10.06 + 37.5	31.75
	43	24.30	25.50	Iron Worker	<u></u>	18	19.775	31.98
	49	8.79	22.06	Cement Mason	26	13	14.56	28.70
	21	2.71	15.35	Traffic Control Service Driver	s	14	9.045	28.775
	32	13.50	28.17	Carpenter	4	51	13.90	34.03
	29	11.81	24.11	Oiler-Driver	23	2	21.36	24.81
	29	11.81	24.11	Group IV	23	2	21.36	24.35
	29	11.81	26.16	Group III	23	2	21.36	27.81
	29	11.81	26.36	Group II	23	2	21.36	29.11
	29	11.81	26.71	Group I	23	2	21.36	29.11
				Operating Engineer				
	31	10.90	27.49	Group IV	5	14	8.65	28.845
	31	10.90	27.37	Group III	s	14	8.65	28.775
	31	10.90	27.38	Group II	s	14	8.65	28.735
	31	10,90	27.22	Group I	رب ر	14	8.65	28.625
				Truck Driver - Teamster				
	28	11.24	22.79	Skilled	16	41	11.65	28.73
	28	11.24	22.24	General	16	41	11.65	28.73
				Laborer				
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic Hourly Rate
		Fringe	Rasic				Edinary	

ST. LOUIS CITY COUNTY

STE. GENEVIEVE COUNTY

Painter	35	45	10.39	22.64	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	15	33	10.06 + 37.5%	31.75	Electrician - Inside Wireman
Iron Worker	Þ	18	19.775	31.98	Iron Worker
Cement Mason	12	39	14.48	25.54	Cement Mason
Traffic Control Service Driver	U1	14	9.045	26,415	Traffic Control Service Driver
Carpenter	4	51	13.92	29.07	Carpenter
Oiler-Driver	24	3	21.33	20.69	Oiler-Driver
Group IV	24	3	21.33	20.69	Group IV
Group III	24	3	21,33	24.34	Group III
Group II	24	ω	21.33	24.54	Group II
Group I	24	w	21.33	24.89	Group
Operating Engineer					Operating Engineer
Group IV	v	14	28.6	26.84	Group IV
Group III	S	14	9.85	26.72	Group III
Group II	5	14	9.85	26.73	Group II
Group	S.	14	9.85	26.57	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	4	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Hourly Rate	Occupational Title

ST. FRANCOIS COUNTY

Hourly Rate Basic

13	\$ 46	12.58	28.75	Painter	35	45	10.39	22.64
19	26	5.00 + 42.5%	24.27	Groundman	19	26	5.00 + 42.5%	24.27
19	26	31.39 5.00 + 42.5%		Lineman Operator	19	26	5.00 + 42.5%	31.39
19	26	5.00 + 42.5%	36.36	Line Construction Lineman	19	26	5.00 + 42.5%	36.36
				Electrician - Outside				
15	33	10.06+37.5%	31.75	Electrician - Inside Wireman	15	33	10.06 + 37.59	31.75
1	18	19.775	31.98	Iron Worker	دو	18	19.775	31.98
26	13	14.56	28.70	Cement Mason	12	39	14.48	25.54
5	14	9.045	27.35	Traffic Control Service Driver	vs .	14	9.045	26,415
25	7	14.00	34.63	Carpenter	4	51	13.90	29.79
23	11	21.36	23.75	Oiler-Driver	24	3	21.33	20.69
23	11	21.36	23.75	Group IV	24	3	21.33	20.69
23	11	21.36	27.21	Group III	24	3	21.33	24.34
23	11	21.36	29.11	Group II	24	3	21.33	24.54
23	11	21,36	29.11	Group	24	3	21.33	24.89
				Operating Engineer				
22	42	9.045	27.35	Group IV	S	14	9.85	26.84
22	42	9.045	27.35	Group III	U.	1.4	9.85	26.72
22	42	9.045	27.25	Group II	5	14	9.85	26.73
22	42	9.045	27.05	Group	ĸ	14	9.85	26.57
		100		Truck Drīver - Teamster				
12	30	12.62	28.87	Şkilled	18	44	11.52	26.41
12	30	12.62	28.87	General	18	4	11.52	25.81
				Laborer				
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Irly Rate
		Drivan	2					

SCHUYLER COUNTY

ST. LOUIS COUNTY

Painter	13	46	12.58	28.75	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	15	33	10.06 + 37.5%	31.75	Electrician - Inside Wireman
Iron Worker	Þ	18	19.775	31.98	Iron Worker
Cement Mason	26	13	14,56	28.70	Cement Mason
Traffic Control Service Driver	5	14	9.045	27.35	Traffic Control Service Driver
Carpenter	25	7	14.00	34.63	Carpenter
Oiler-Driver	23	11	21.36	23.75	Oiler-Driver
Group IV	23	11	21.36	23.75	Group IV
Group III	23	11	21.36	27.21	Group III
Group II	23	11	21.36	29.11	Group II
Group I	23	11	21.36	29.11	Group I
Operating Engineer		1000			Operating Engineer
Group IV	22	42	9.045	27.35	Group IV
Group III	22	42	9.045	27.35	Group III
Group II	22	42	9.045	27.25	Group II
Group I	22	42	9.045	27.05	Group !
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	12	30	12.62	28.87	Skilled
General	12	30	12.62	28.87	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
				,	

28.17 27.54 27.54 29.54 29.54 29.94

13.50 13.76 13.76 13.76 13.76 13.76

25.73

15.35

2.71

25.50

24.30 10.70

33.83 15.25 + 10%

27.49 27.37 27.38 27.22

10.90 10.90 10.90 10.90 22.79 22.24

11.24 11.24

23.54 5.00 + 34.5%

21.95

11.42

33.76 5.00 + 34.5%

36.53 5.00 + 34.5%

SALINE COUNTY

Hourly Rate Basic

Fringe Benefit Amount

Overtime Schedule

ယ္က	16	16	16		23	4 ω	&	21	32	29	29	29	29	29		21	31	31	31		28	28		rne Lie
15	20	20	20		00	17	16	ത	4	2	2	2	2	2		11	11	11	11		9	9		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
21.95	24.27	31.39	36.36		28.66	24,44	25.73	25.685	29.52	20.69	20.69	24.34	24.54	24.89		26.11	25.99	26.00	25.84		26.41	25.81		Basic Hourly Rate
11.42	5.00 + 42.5%	5.00+42.5%	5.00 + 42.5%		28.66 5.35 + 35%	17.31	10.70	9.045	13.50	21.33	21.33	21.33	21.33	21.33	1 / / / / / / / / / / / / / / / / / / /	9.85	9.85	9.85	9.85		11.52	11.52		Fringe Benefit Amount
35	26	26	26		1	38	48	14	32	3	w	3	3	3		14	14	14	14		44	44		Overtime Schedule
15	19	19	19		31	7	16	5	4	24	24	24	24	24		5	Un.	5	5		18	18		Holiday Schedule

GENERAL WAGE ORDER NO. 56

SHANNON COUNTY

SCOTLAND COUNTY

Painter	15	35	11.42	21.95	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	31	1	5.35 + 35%	28.66	Wireman
Iron Worker Electrician - Inside	7	38	17.31	24.44	iron Worker Electrician - Inside
Cement Mason	28	22	16.93	22.57	Cement Mason
Driver	U	14	9.045	25.685	Driver
Carpenter	4	51	13.90	29.23	Carpenter
Oiler-Driver	24	3	21.33	20.69	Oiler-Driver
Group IV	24	3	21.33	20.69	Group IV
Group III	24	3	21,33	24.34	Group III
Group II	24	3	21.33	24.54	Group II
Group i	24	3	21.33	24.89	Group I
Operating Engineer			8 9		Operating Engineer
Group IV	رب د	14	9.85	26.11	Group IV
Group III	v	14	9.85	25.99	Group III
Group II	5	14	9.85	26.00	Group II
Group I	(5	14	9.85	25.84	Group i
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	42	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Eringe	Racic	

20.69 20.69 24,34

21.33

29.07

13.92

26.415

21.33 21.33 21.33

> 24.54 24.89

> > 21.33

26.84 26.72 26.73

9.85 9.85 9.85 9.85

26.57

26.41 25.81

11.52 11.52

23.87 25.25

18.03 12.55 9.045

31.75 10.06 + 37.5

23.79 5.75 + 29.3/49

20.54

10.39

Lineman Operator Lineman

30.16 5.75 + 29.3/4%

41.91 5.75+29.3/4%

SCOTT COUNTY

Hourly Rate

Fringe Benefit Amount

> Overtime Schedule

2	8	6	6		33	00	4	14	51	ω	w	ω	ω	w	Ž.	4	4	4	4		Ā	4	Salar Sa	(0 (0
35	39	39	39		15	34	27	s	4	24	24	24	24	24		s	s	5	S		18	18		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group (Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
20.54	24.27	31.39	36.36		23.93	25.50	25.54	26,415	29.08	20.69	20.69	24.34	24.54	24.89		26.84	26.72	26.73	26.57		26.41	25.81		Hourly Rate
10.39	5.00 + 42.5%	5.00 + 42.5%	5.00 + 42.5%		23.93 11.17 + 10%	24.3	14.48	9.045	13.90	21.33	21.33	21.33	21.33	21.33		9.85	9.85	9.85	9.85		11.52	11.52		Benefit Amount
45	26	26	26		00	43	39	14	51	3	æ	3	w	3		14	14	14	14		44	42		Overtime Schedule
35	19	19	19		34	17	12	5	4	24	24	24	24	24		5	5	5	5		18	18		Holiday Schedule

GENERAL WAGE ORDER NO. 56

GENERAL WAGE ORDER NO. 56

STONE COUNTY

SHELBY COUNTY

Painter	15	35	11.42	21.95	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	31	ь	5.35 + 35%	28.66	Electrician - Inside Wireman
Iron Worker	7	38	17.31	24.44	Iron Worker
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	S	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	32	13.50	29.52	Carpenter
Oiler-Driver	24	3	21.33	20.69	Oiler-Drîver
Group IV	24	3	21,33	20.69	Group IV
Group III	24	3	21.33	24,34	Group III
Group II	24	3	21.33	24.54	Group II
Group I	24	ω	21.33	24.89	Group I
Operating Engineer					Operating Engineer
Group IV	51	14	9.85	26.84	Group IV
Group III	S	14	9.85	26.72	Group III
Group II	и	14	9.85	26.73	Group II
Group 1	5	14	9.85	26,57	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

STODDARD COUNTY

) 21	5 20	11.76	19.74	Painter	35	45	10.39	20.54
20	16	23.54 5.00 + 34.5%		Groundman	39	40	5.75 + 29.3/4%	23.79
20	16	33.76 5.00 + 34.5%		Lineman Operator	39	40	5.75 + 29.3/4%	30.16
20	16	36.53 5.00+34.5%		Line Construction Lineman	39	40	S.75 + 29.3/4%	41.91
				Electrician - Outside				
34	8	19.72 10.77 + 10%	19.72	Electrician - Inside Wireman	15	33	31.75 10.06 + 37.59	31.75
17	43	24.30	25.50	Iron Worker	34	00	18.03	23.87
20	49	8.79	22.06	Cement Mason	27	4	12.55	25.25
6	21	2.75	16.35	Traffic Control Service Driver	S	14	9.045	26.415
4	32	13.50	27.82	Carpenter	4	51	13.92	29.07
2	29	11.81	24.11	Oiler-Driver	24	3	21.33	20.69
2	29	11.81	24.11	Group IV	24	3	21.33	20.69
2	29	11.81	26.16	Group III	24	3	21.33	24.34
2	29	11.81	26.36	Group II	24	3	21.33	24.54
2	29	11.81	26.71	Group I	24	3	21.33	24.89
4 4				Operating Engineer				
11	31	10.90	26.67	Group IV	s	14	9.85	26.84
11	31	10.90	26.64	Group III	ហ	14	9.85	26.72
11	31	10.90	26.65	Group II	и	14	9.85	26.73
11	31	10.90	26.49	Group I	(s	14	9.85	26.57
				Truck Driver - Teamster	- 1 () () () () () () () () () (
9	28	11.24	22.79	Skilled	18	44	11.52	26.41
9	28	11.24	22.24	General	18	44	11.52	25.81
				Laborer				
Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic urly Rate
F La Phallana		Fringe	Basic				Coinco	

GENERAL WAGE ORDER NO. 56

GENERAL WAGE ORDER NO. 56

TEXAS COUNTY

SULLIVAN COUNTY

Painter	15	35	11.42	21.95	Painter
Groundman	19	26	5.00 + 42.5%	24.27	Groundman
Lineman Operator	19	26	5.00 + 42.5%	31.39	Lineman Operator
Line Construction Lineman	19	26	5.00 + 42.5%	36.36	Line Construction Lineman
Electrician - Outside					Electrician - Outside
wireman	1.5	1	5.35 + 35%	28.66	Wireman
Electrician - Inside	2				Electrician - Inside
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	16	48	10.70	25.73	Cement Mason
Traffic Control Service Driver	ហ	14	9.045	25.685	Traffic Control Service Driver
Carpenter	4	32	13.50	29.52	Carpenter
Oiler-Driver	2	29	13.76	27.54	Oiler-Driver
Group IV	2	29	13.76	27.54	Group IV
Group III	2	29	13.76	29.54	Group III
Group II	2	29	13.76	29.54	Group II
Group I	2	29	13.76	29.94	Group I
Operating Engineer			3		Operating Engineer
Group IV	11	31	10.90	26.67	Group IV
Group III	11	31	10.90	26.64	Group III
Group II	11	31	10.90	26.65	Group II
Group I	21	31	10.90	26.49	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	4	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
				Pasis	

26.67

10.90

26.64

10.90 10.90 10.90

26.65 26,49

11.24

22.79 22.24

11.24

27.82 24.11 24.11 26.16 26.36 26.71

13.50 11.81 11.81 11.81 11.81 11.81

22.06

8.79 2.75

16.35

25.50

24.30

19.72 10.77 + 10%

23.54 5.00 + 34.5% 33.76 5.00 + 34.5%

19.74

11.76

36.53 5.00 + 34.5%

TANEY COUNTY

Hourly Rate Basic

Fringe Benefit Amount

> Overtim Schedul

20	16	16	16		00	₽	49	21	32	29	29	29	29	29		31	31	31	31		28	28		е
21	20	20	20		34	17	20	6	4	22	2	2	2	2		11	11	11	11		9	y.		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group !	Operating Engineer	Group IV	Group III	Group II	Group !	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
24.25	24.27	31.39	36.36		28.58	27.51	25.54	26.415	29.08	20.69	20.69	24.34	24.54	24.89		26.84	26,72	26.73	26.57		26.41	25.81		Hourly Rate
11.66	5.00 + 42.5%	5.00 + 42.5%	5.00 + 42.5%		28.58 11.17 + 10%	19.84	14,48	9.045	13.90	21.33	21.33	21.33	21.33	21.33		9.85	9.85	9.85	9.85		11.52	11.52		Benefit Amount
37	26	26	26		00	18	39	14	51	ω	ω	w	w	3		14	14	14	14		44	4		Overtime Schedule
14	19	19	19		34		12	s	4	24	24	24	24	24		5	5	tri	(s		18	18		Holiday Schedule

WASHINGTON COUNTY

VERNON COUNTY

Painter	21	20	11.76	19.74	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00 + 34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
Electrician - Outside	d di				Electrician - Outside
Electrician - Inside Wireman	18	15	10.96 + 8%	24.00	Electrician - Inside Wireman
Iron Worker	17	43	24.30	25.50	Iron Worker
Cement Mason	20	49	8.79	22.06	Cement Mason
Traffic Control Service Driver	on.	21	2.71	15.35	Traffic Control Service Driver
Carpenter	4	32	13.50	27.82	Carpenter
Oiler-Driver	2	29	11.81	24.11	Oiler-Driver
Group IV	2	29	11.81	24.11	Group IV
Group III	N	29	11.81	26.16	Group III
Group II	2	29	11.81	26.36	Group II
Group I	2	29	11.81	26.71	Group
Operating Engineer					Operating Engineer
Group IV	11	31	10.90	27.49	Group IV
Group III	11	31	10.90	27.37	Group III
Group II	11	31	10.90	27.38	Group II
Group I	11	31	10.90	27.22	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	11.24	22.79	Skilled
General	φ	28	11.24	22.24	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

27.425

31.13 24.81 24.35 27.81 29.11 29.11

13.90 21.36 21.36 21.36 21.36 21,36

31.98 27.53

19.775

14.48 9.045

31.75 10.06 + 37.59

27.8

9.85 9.85 27.69 27.58

9.85 9.85 28.73 28.73

11.65 11.65

36.36 5.00 + 42.5%

24.27 5.00 + 42.5% 31.39 5.00 + 42.5%

28.75

12.58

Lineman Operator Lineman

WARREN COUNTY

Hourly Rate Basic

Fringe Benefit Amount

> Overtime Schedule

2	26	26	26		ü	120	ធ	14	51	2	2	N	Ŋ	2	3.76	4	4	4	4		12	12		10 10
13	19	19	19		15	<u></u>	26	5	4	23	23	23	23	23		s	s	S	S		16	16		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group I	Group	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
22.64	24.27		36.36		31.75	31.98	25.54	26,415	29.79	20.69	20.69	24.34	24.54	24.89		26.84	26.72	26.73	26.57		26.41	25.81		Basic Hourly Rate
10.39	5.00 + 42.5%	31.39 5.00 + 42.5%	5.00 + 42.5%		31.75 10.06 + 37.5%	19.775	14.48	9.045	13.90	21.33	21.33	21.33	21.33	21.33		9.85	9.85	9.85	9.85		11.52	11.52		Fringe Benefit Amount
45	26	26	26		33	18	39	14	51	3	3	33	3	3		14	14	14	14		44	44		Overtime Schedule
35	19	19	19		15	Р	12	us	4	24	24	24	24	24		v	5	ts:	5		18	18		Holiday Schedule

WORTH COUNTY

WAYNE COUNTY

Painter	쏬	45	10.39	20.54	Painter
Groundman	39	40	5.75 + 29.3/4%	23.79	Groundman
Lineman Operator	39	40	5.75 + 29.3/4%	30.16	Lineman Operator
Line Construction Lineman	39	40	5.75 + 29.3/4%	41.91	Line Construction Lineman
Electrician - Outside					Electrician - Outside
A A SA PARTICIPATION OF A SA PARTICIPATION O	į.		20.00	02170	and Citation
Electrician - Inside Wireman	15	ယ္ထ	10.06 + 37.5%	31.75	Electrician - Inside Wireman
Iron Worker	ы	18	19.775	31.98	iron Worker
Cement Mason	27	4	12.55	25.25	Cement Mason
Traffic Control Service Driver	رب د	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	51	13.17	28.67	Carpenter
Oiler-Driver	24	ω	21.33	20.69	Oiler-Driver
Group IV	24	w	21.33	20.69	Group IV
Group III	24	ω	21.33	24.34	Group III
Group II	24	ω	21.33	24.54	Group II
Group I	24	3	21.33	24.89	Group 1
Operating Engineer		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			Operating Engineer
Group IV	(A	14	9.85	26,84	Group IV
Group III	S	14	9.85	26.72	Group III
Group II	ري د	14	9.85	26.73	Group II
Group !	5	14	9.85	26.57	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	#	11.52	26.41	Skilled
General	18	44	11.52	25.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			reinon !	0	

27.82 24.11 24.11 26,16 26.36 26.71

13.50 11.81 11.81 11.81 11.81 11.81

32

29

16.35

25.50 22.06

24.30

8

8.79 2.75

49

23.93 11.17 + 10%

> 29 139

29

29

27.49 27.37 27.38 27.22

10.90 10.90 10.90 10.90

31 8 31 22.79 22.24

11.24

28

11.24

Lineman Lineman Operator

33.76 5.00 + 34.5%

36.53 5.00 + 34.5%

23.54 5.00 + 34.5%

19.74

11.76

20 16 16

WEBSTER COUNTY

Hourly Rate Basic

Fringe Benefit Amount

Overtime Schedule

21	20	20	20		34	17	20	6	4	2	2	2	2	2		11	11	11	11		9	9		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group i	Operating Engineer	Group IV	Group III.	Group II	Group !	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
24.43	23.54	33.76	36.53		31.00	25.50	31.08	25.685	28.17	27.54	27.54	29.54	29.54	29.94		26.67	26.64	26.65	26.49		24.24	23.89		Basic Hourly Rate
3 11.17	5.00 + 34.5%	5.00 + 34.5%	5.00 + 34.5%		31.00 5.40 + 22%	24.30	16.20	9.045	13.50	13.76	13.76	13.76	13.76	13.76		10.90	10.90	10.90	10.90		11.39	11.39		Fringe Benefit Amount
7 36	16	16	16		17	43	50	14	32	29	29	29	29	29		31	31	31	31		28	28		Overtime Schedule
3	20	20	20		30	17	20	Un	4	2	2	2	2	2		11	11	11	11		9	9		Holiday Schedule

GENERAL WAGE ORDER NO. 56

WRIGHT COUNTY

21	20	11.76	19.74	Painter
20	16	5.00 + 34.5%	23.54	Groundman
20	16	5.00 + 34.5%	33.76	Lineman Operator
20	16	5.00 + 34.5%	36.53	Line Construction Lineman
				Electrician - Outside
3.4	00	11.17 + 10%	23.93	Electrician - Inside Wireman
17	43	24.30	25,50	iron Worker
20	49	8.79	22.06	Cement Mason
6	21	2.75	16.35	Traffic Control Service Driver
4	32	13.50	27.82	Carpenter
2	29	11.81	24.11	Oiler-Driver
2	29	11.81	24.11	Group IV
2	29	11.81	26.16	Group (II
2	29	11.81	26.36	Group II
2	29	11.81	26.71	Group I
				Operating Engineer
11	31	10.90	27.49	Group IV
11	31	10.90	27.37	Group III
11	31	10.90	27.38	Group II
11	31	10.90	27.22	Group I
				Truck Driver - Teamster
9	28	11.24	22.79	Skilled
9	28	11.24	22.24	General
				Laborer
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
		Fringe	Rasic	

OVERTIME RATE NO. 1: Means eight (8) hours of work between the hours of 8:00 A.M. and 4:30 P.M., except for a thirty (30) minute lunch period shall constitute a regular work day. Forty (40) hours, within five (5) such work days- Monday through Friday, inclusive, shall constitute a regular work week. The starting and quitting time for each job shall be subject to variance by mutual agreement and where not agreed otherwise the regular starting time shall be 8:00 a.m. and the quitting time shall be 4:30 p.m. In order to meet job site or owner conditions, the above section may be modified to allow for a workday/workweek of four (4), ten-hour days (4-10's) provided that the following condition is met: The project must be for a minimum of four (4) consecutive days beginning on either a Monday or Tuesday, holidays inclusive. All work performed outside of the regularly scheduled working hours, Monday through Friday, and on Saturday shall be paid at one and one-half (1½) times the hourly rate. On all work performed on Sundays and recognized legal holidays or days that may be celebrated as such, shall be paid at double (2) the hourly rate. Shift work performed between the hours of 4:30 p.m. and 12:30 a.m. (second shift) shall be paid at eight (8) hours pay at the regular hourly rate plus ten (10%) percent for seven and one-half (7½) hours work. Shift work performed between the hours of 12:30 a.m. and 8:00 a.m. (third shift) shall be paid at eight (8) hours pay at the regular hourly rate plus fifteen (15%) percent for seven (7) hours work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 2: Means the regular work day for which employees shall be compensated at straight time hourly rate of pay shall, unless otherwise provided for, begin at 8:00 a.m. and end at 4:30 p.m. The regular work week shall consist of five (5) days, Monday through Friday, beginning at 8:00 a.m. and ending at 4:30 p.m., except as may be modified. The starting time may be either advanced or delayed one hour or two hours at the discretion of the Employer. The Employer may have the option to schedule his work week from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be paid at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather, holiday or other conditions beyond the control of the Employer, he shall have the option to work Friday at the straight time rate of pay to complete the forty (40) hours work week. All necessary overtime and work performed on Saturday, shall be paid at time and one-half (11/2) the hourly rate, plus an amount equal to one-half (1/2) of the hourly Total Indicated Fringe Benefits. All work performed on Sundays and recognized holidays shall be paid at double (2) the hourly rate, plus an amount equal to the hourly Total Indicated Fringe Benefits. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$1.50 per hour. Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows. If shifts are established, work on the First Shift will begin between 6:00 a.m. and 9:00 a.m. and consist of eight (8) hours of work plus one-half hour unpaid lunch. Hours worked during the first shift will be paid at the straight time rate of pay. The second shift shall start eight hours after the start of the first shift and consist of eight (8) hours of work plus one-half hour unpaid lunch. Work on the second shift will begin between 2:00 p.m. and 5:00 p.m. and be paid the straight time rate plus \$2.50 per hour. The third shift shall start eight hours after the start of the second shift and consist of eight (8) hours plus one-half hour unpaid lunch. Work on the third shift will begin between 10:00 p.m. and 1:00 a.m. and be paid the straight time rate plus \$3.50 per hour. The additional amounts that are to be paid are only applicable when working shifts. Shifts that begin on Saturday morning through those shifts which end on Sunday morning will be paid at time and one-half these rates. Shifts that begin on Sunday morning through those shifts which end on Monday morning will be paid at double time these rates. The additional \$1.50 per hour for hours worked outside the normal workday at the request of the Missouri Highway and Transportation Commission does not apply to shift work.

OVERTIME RATE NO. 3: Means the regular work day for which employees shall be compensated at straight time hourly rate of pay shall, unless otherwise provided for, begin at 8:00 a.m. and end at 4:30 p.m. However, the project starting time may be advanced or delayed at the discretion of the Employer. At the discretion of the Employer, when working a five (5) day eight (8) hour schedule, Saturday may be used for a make-up day. If an employer is prohibited from working on a holiday, that employer may work the following Saturday at the straight time rate. However, the Employer may have the option to schedule his work from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be paid at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to circumstances beyond his control, he shall have the option to work Friday or Saturday at the straight time rate of pay to complete his forty (40) hours. If an employer is prohibited from working on a holiday, that employer may work the following Friday or Saturday at the straight time rate. Overtime will be at one and one-half (1 ½) times the regular rate. If workmen are required to work the recognized holidays or days observed as such, or Sundays, they shall receive double (2) the regular rate of pay for such work.

OVERTIME RATE NO. 4: Means a workday of eight (8) hours, beginning at 8:00 a.m., Monday through Friday shall constitute a forty (40) hour work week. All time over the eight (8) hour day as above defined and all hours worked on Saturday shall be paid at the rate of one and one-half (1 ½) the regular rate of wages. If workmen are required to work the recognized holidays or days observed as such, or on Sunday, they shall received double (2) the regular rate of pay for such work.

OVERTIME RATE NO. 5: Means eight (8) hours shall constitute the regular work day between time that may be advanced or delayed by two (2) hours on either side of 8:00 a.m. The Employer may establish a work week consisting of four (4) days, Monday through Thursday, each day consisting of ten (10) hours straight time. The (4) tens (10s) must run for a period of at least four (4) days, Monday through Thursday. All work on Friday on a four (4) tens (10) project will be paid at the rate of time and one-half (1½). All work performed on Saturday shall be paid at time and one-half (1½). All work performed on Sundays and recognized holidays must be paid at double (2) time. All work performed prior to or after the regular eight (8) hour work day, or ten (10) hour work day, as described above shall be paid at time and one-half (1½) the regular rate.

OVERTIME RATE NO. 6: Means a regular work day shall consist of eight (8) hours between 7:00 a.m. and 5:30 p.m., with at least a thirty (30) minute period to be taken for lunch. Five (5) days a week, Monday through Friday inclusive, shall constitute a work week. The Employer has the option for a workday/workweek of four (4) ten (10) hour days (4-10's) provided that the following conditions are met:

- The project must be for a minimum of four (4) consecutive days.

- Starting time may be within one (1) hour either side of 8:00 a.m.

Work week must begin on either a Monday or Tuesday: If a holiday falls within that week it shall be a consecutive work day. (Alternate: If a holiday falls in the middle of a week, then the regular eight (8) hour schedule may be implemented).

Any time worked in excess of any ten (10) hour work day (in a 4-10 hour work week) shall be at the appropriate

overtime rate.

All work outside of the regular working hours as provided, Monday through Saturday, shall be paid at one & one-half (1½) times the employee's regular rate of pay. All work performed from 12:00 a.m. Sunday through 8:00 a.m. Monday and recognized holidays shall be paid at double (2) the straight time hourly rate of pay. Should employees work in excess of twelve (12) consecutive hours they shall be paid double time (2X) for all time after twelve (12) hours. Shift work between the hours of 4:30 p.m. and 12:30 a.m. (second shift) shall be paid at eight (8) hours pay at the regular hourly rate plus ten (10%) percent for seven and one-half (7½) hours work. Shift work performed between the hours of 12:30 a.m. and 8:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus fifteen (15%) percent for seven (7) hours work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 7: Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute lunch period, with pay at the regular straight time hourly rate. The regular workday shall begin on the job site between the hours of 6:00 a.m. and 8:00 a.m. with the starting time to be determined by the Employer, unless project owner requires different starting time. This adjustable starting time can, at the Employer's option, be staggered to permit starting portions of the work force at various times within the prescribed hours. The Employer may establish a four (4) ten (10) hour shift exclusive of the thirty (30) minute lunch period at the straight time wage rate. Forty (40) hours per week shall constitute a week's work Monday through Thursday. In the event a job is down due to weather conditions, safety or other conditions beyond the control of the Employer, then Friday may, at the option of the Employer, be worked as a makeup day at the straight time wage rate. Straight time is not to exceed ten (10) hours a day or forty (40) hours per week. Time and one-half (1½) shall be paid for all overtime hours worked during the week, Monday through Friday and for all work performed on Saturday. Double time shall be paid for all time worked on Sunday and recognized holidays. When the Missouri Highway and Transportation Commission requests on heavy highway work, work outside the normal working hours shall be paid at the regular hourly rate plus \$2.50 per hour.

OVERTIME RATE NO. 8: Means eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within five (5) days, Monday through Friday, shall constitute a work week. The regular starting time of a job may be moved not more than two (2) hours prior to 8:00 a.m. However, in no case shall more than eight (8) hours be worked per day without the applicable overtime rate being paid. When job conditions dictate, the Employer shall be allowed to establish a four (4) day, ten (10) hours per day work week. This work week is defined as Monday through Thursday or Tuesday through Friday. All hours worked in excess of ten (10) hours per day or forty (40) hours per week shall be paid at the applicable overtime rate. This language is not intended to change the normal five (5) day, eight (8) hour per day work week. All overtime work performed after the regularly scheduled working hours Monday through Friday and Saturday shall be paid for at time & one-half (1½) the regular straight time rate of pay. Sundays and recognized holidays shall be paid for at two (2) times the straight time rate of pay. Shift work performed between the hours of 4:30 p.m. and 1:00 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate plus 17.3% for all hours worked. Shift work performed between the hours of 12:30 a.m. and 9:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 31.4% for all hours worked. An unpaid lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required before the established start time and after the completion of eight (8) hours of any shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 9: Means eight (8) hours shall constitute a regular day's work Monday through Friday between the hours of 7:00 a.m. and 6:00 p.m. If the employer elects to schedule work on a four (4) ten (10) hour day work week, ten (10) hour work days may be worked. These four (4) ten (10) hour day work weeks may be scheduled either Monday to Thursday with Friday as a make-up day or Tuesday to Friday with no make-up day. When a five (5) day eight (8) hour work week is used, all work performed over eight (8) hours per day shall be compensated at one and one-half (1½) times the basic hourly wage. Work performed on Saturday shall be compensated at double (2) times the basic hourly wage. When a four (4) day ten (10) hour work week is used, all work performed over ten (10) hours per day shall be compensated at time and one-half (1½) times the basic hourly wage. Work performed on Saturday shall be compensated at time and one-half (1½) times the basic hourly wage. Work performed on Saturday shall be compensated at time and one-half (1½) times the basic hourly wage.

OVERTIME RATE NO. 10: Means eight (8) hours shall constitute a day's work between the hours of 7:00 a.m. to 5:00 p.m. from Monday to Friday, inclusive. The work week shall be forty (40) hours, Monday through Friday. Any work in excess of forty (40) hours in one week shall be paid at the applicable overtime rate. At the Employer's option the work week can consist of five (5) eight (8) hour days or four (4) ten (10) hour days. In case of bad weather, or equipment breakdown, Friday may be used as a make-up day if four tens are being worked. If five eights are being worked, Saturday may be used as a make-up day. If the Employer works five eight hour days all time over eight hours per day will be paid at the overtime rate. If the Employer works four ten hour days, all time over ten hours per day will be paid at the overtime rate. Time and one-half (1½) shall be paid for the first two (2) hours of overtime work on any regular work day and any work performed before regular starting time and after regular quitting time and for the first ten (10) hours on Saturday. All work in excess of ten (10) hours regular work day and ten (10) hours on Saturday and all work performed on Sunday and recognized holidays shall be double (2) time.

OVERTIME RATE NO. 11: Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute lunch period, with pay at the straight time rate. The regular workday shall begin between the hours of 6:00 a.m. and 9:00 a.m. The Employer may have the option to schedule the work week from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather, holiday or other conditions beyond the control of the Employer, he shall have the option to work Friday at the straight time rate of pay to complete the forty (40) hours for the work week. All overtime work performed on Monday through Saturday shall be paid at time and one-half (1½) the hourly rate plus an amount equal to one-half (1/2) the hourly Total Indicated Fringe Benefits. All work performed on Sundays and recognized holidays shall be paid at double (2) the hourly rate plus an amount equal to the hourly Total Indicated Fringe Benefits. When the Missouri Highway and Transportation Commission requests that work be done outside the normal working hours the normally applicable pay rate shall be increased by \$1.50 per hour. Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows. If shifts are established, work on the First Shift will begin between 6:00 a.m. and 9:00 a.m. and consist of eight (8) hours of work plus one-half hour unpaid lunch. Hours worked during the first shift will be paid at the straight time rate of pay. The second shift shall start eight hours after the start of the first shift and consist of eight (8) hours of work plus one-half hour unpaid lunch. Work on the second shift will begin between 2:00 p.m. and 5:00 p.m. and be paid the straight time rate plus \$2.50 per hour. The third shift shall start eight hours after the start of the second shift and consist of eight (8) hours plus one-half hour unpaid lunch. Work on the third shift will begin between 10:00 p.m. and 1:00 a.m. and be paid the straight time rate plus \$3.50 per hour. The additional amounts that are to be paid are only applicable when working shifts. Shifts that begin on Saturday morning through those shifts which end on Sunday morning will be paid at time and one-half these rates. Shifts that begin on Sunday morning through those shifts which end on Monday morning will be paid at double time these rates. The additional \$1.50 per hour for hours worked outside the normal workday at the request of the Missouri Highway and Transportation Commission does not apply to shift work.

OVERTIME RATE NO. 12: Means eight (8) hours shall constitute a day's work between the hours of 7:00 a.m. to 5:00 p.m. from Monday to Friday, inclusive. In the event the Contractor is unable to work forty (40) hours in this work week due to inclement weather, Saturday may be used as a Make-Up Day. All Make-Up hours worked on Saturday (up to 40 hours for the week) shall be paid at the straight time rate of pay. The Make-Up Day may not be used to Make-Up holidays. Any work in excess of eight (8) hours per day, or forty (40) hours in one week, Monday through Saturday, shall be paid at the time and one-half (1½) rate of regular hourly rate, except as provided elsewhere. All work performed on Sundays and holidays shall be paid at the rate of two (2) times the regular hourly rate. At the Employer's option the work week can consist of five (5) eight (8) hour days or four (4) ten (10) hour days. If the Employer uses the option of working four (4) ten (10) hour days, Friday and Saturday can be used as Make-Up Days due to weather related loss of time. When the Employer works the four (4) ten (10) hours per day, and over forty (40) hours per week. All work performed on Sundays and holidays shall be paid at two (2) times the regular hourly rate.

OVERTIME RATE NO. 13. Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute unpaid lunch period, with pay at the straight time rate. If the workday starts at 8:00 a.m., the quitting time shall be no later than 4:30 p.m. When separate crews are used, the start time may be adjusted from 6:00 a.m. through 9:00 a.m. The start time may be further adjusted to 9:30 a.m. throughout the year if required by government agency or municipal ordinance. Time and one-half (11/2) shall be paid after eight (8) consecutive hours Monday through Saturday. All work performed on Sundays and recognized holidays shall be paid at double (2) the hourly rate. If a crew of another trade working for the employer is receiving overtime pay, the Cement Mason crew shall receive overtime pay. The Employer has the option to schedule the work week from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be paid at the applicable overtime rate. When an Employer schedules 4-10's, the Employer will not bring in any other crew for a fifth workday on the project while not calling in the normal crew that had been scheduled for that project. If the Employer elects to work 4-10's Monday through Thursday and is stopped due to inclement weather, or other conditions beyond the control of the Employer, the Employer shall have the option to work Friday at the straight time rate of pay to complete the forty (40) hours for the workweek. Shifts may be established when considered necessary by the employer. Shift hours and rates will be as follows. All shifts shall be eight (8) hours plus one-half (1/2) hour for unpaid lunch. First shift will begin at 8:00 a.m. and end at 4:30 p.m. Hours worked during the first shift will be paid at the straight time rate of pay. The second shift shall start eight hours after the start of the first shift and will be paid the straight time rate plus \$2.50 per hour premium. The third shift shall start eight hours after the start of the second shift and will be paid the straight time rate plus \$3.50 per hour premium. Shifts will be established for a minimum of three consecutive workdays. If only two shifts are worked, the Employer may regulate the start time to take maximum advantage of daylight hours.

OVERTIME RATE NO. 14: Means a regular work week of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A work day is to begin between 6:00 a.m. and 9:00 a.m. However, the project starting time may be advanced or delayed if mutually agreed to by the interested parties. For all time worked on recognized holidays, or days observed as such, double (2) time shall be paid.

OVERTIME RATE NO. 15: Means eight (8) hours of work between the hours of eight (8:00) a.m. and four-thirty (4:30) p.m., shall constitute a work day. Forty (40) hours within five (5) days - Monday through Friday, inclusive - shall constitute a work week. The regular starting time in the morning may be moved not more than one hour prior to 8:00 a.m.; however, in no case shall more than eight (8) hours be worked per day without the applicable overtime rate being paid. When job conditions dictate and as required by the employer, the Employer shall be allowed to establish a four (4) day, ten (10) hour per day work week. This work week is defined as Monday through Thursday, with a Friday make-up day. The normal work day under a ten (10) hour four (4) day work week shall be from 8:00 a.m. to 6:30 p.m., with a one hour starting variance. The make-up day of Friday shall be instituted for specific reasons such as loss of production due to weather and Holidays. All hours worked in excess of ten (10) hours per day or forty (40) hours per week or hours worked outside the normal work week shall be paid at the applicable overtime rate. This language is not intended to change the normal five (5) days, eight (8) hours per day work week. All overtime work after a regular work day, (8) hours, Monday through Friday shall be paid at time and one-half (1½). All hours worked on Saturday shall be paid at time and one-half. (1½). All other overtime on Sunday and recognized holidays shall be paid for at double (2) the straight-time rate of pay. Shift work performed between the hours of 4:30 p.m. and 1:00 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 17.3% for all hours worked. Shift work performed between the hours of 12:30 a.m. and 9:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 31.4% for all hours worked. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (11/2) times the shift hourly rate.

OVERTIME RATE NO. 16: Eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within the five (5) days, Monday through Friday inclusive, shall constitute the work week. Starting time may be adjusted not to exceed two (2) hours. Work performed outside of the aforementioned will be paid at the applicable overtime rate. When starting time has been adjusted, all other provisions concerning the work day shall be adjusted accordingly. The overtime rate of pay shall be one and one-half (1½) times the regular rate of wages, other than on Sundays, holidays and from Midnight until 6:00 a.m., which will be paid at double (2) the straight time rate.

OVERTIME RATE NO. 17: Means eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within five (5) days, Monday through Friday inclusive, shall constitute a work week. The Employer may at his discretion, vary the starting time by up to one (1) hour, either prior to or after the normal starting time. The Employer may work four (4) ten (10) hour days, either Monday through Thursday or Tuesday through Friday. Overtime will be paid for work outside of the established starting and quitting times. All overtime work between eight (8) hours and ten(10) hours on regular scheduled working days and the first ten (10) hours on Saturday, beginning at the regular starting time, will be paid at time and-half (11/2). All other overtime on Saturday, Sunday and recognized holidays shall be paid for at double (2) the straight time rate of pay. If any of the recognized holidays fall on Friday, Saturday, Sunday, or Monday, creating a three-day weekend, then the entire three (3) days (either Friday, Saturday, and Sunday -if the holiday falls on Friday or Saturday; or Saturday, Sunday and Monday - if the holiday falls on Sunday or Monday) shall be paid for at double (2) the straight-time rate of pay. Shift work performed between the hours of 4:30 p.m. and 1:00 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 17.3% for all hours worked. Shift work performed between the hours of 12:30 a.m. and 9:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 31.4% for all hours worked. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 18: Means eight (8) hours shall constitute a day's work, with the starting time to be established between 6:00 a.m. and 8:00 a.m. from Monday to Friday. Time and one-half (1½) shall be paid for first two (2) hours of overtime Monday through Friday and the first eight (8) hours on Saturday. All other overtime hours from Monday through Saturday shall be paid at double (2) time rate. Double (2) time shall be paid for all time on Sunday and recognized holidays or the days observed in lieu of these holidays. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$2.50 per hour.

OVERTIME RATE NO. 19: Minimum requirement per Fair Labor Standards Act means time & one-half (1½) shall be paid for all work in excess of forty (40) hours per work week.

OVERTIME RATE NO. 20: Means work between the hours of 7:00 a.m. and 6:00 p.m. daily, Monday through Saturday, as assigned by the Employer shall be considered regular hours. Weekend work shall be paid at the rate of one and one-half (1½) times the regular rate of pay. Weekend begins 12:01 a.m. Saturday. Overtime is time worked over forty (40) hours per pay period, and shall be paid at the rate of one and one-half (1½) times the regular rate of pay. Sunday and Holidays will be paid at the rate of two (2) times the regular rate of pay.

OVERTIME RATE NO. 21: Means the regularly scheduled work week shall be five (5) consecutive days, Monday through Friday or Tuesday through Saturday. Eight (8) hours shall constitute a day's work. Starting time shall not be earlier than 7:00 a.m. or later than 10:00 a.m. Forty (40) hours shall constitute a week's work. Overtime at the rate of time and one-half (1½) will be paid for all work in excess of forty (40) hours in any one work week. On the Monday through Friday schedule, all work performed on Saturday will be time and one-half (1½) unless time has been lost during the week, in which case Saturday will be a make up day to the extent of the lost time. On the Tuesday through Saturday schedule, all work performed on Monday will be time and one-half (1½) unless time has been lost during the week, in which case Monday will be a make-up day to the extent of the lost time. Any work performed on Sunday will be double (2) time. If employees work on any of the recognized holidays, they shall be paid time and one-half (1½) their regular rate of pay for all hours worked.

OVERTIME RATE NO. 22: Means that when working a workday for an Eight Hour Schedule, a maximum of eight (8) hours shall constitute a day's work and shall be between the hours of six (6:00) a.m. and five (5:00) p.m. excepting work that has must be performed according to project owner's specifications; all work necessary previous to or after starting of major crew or machinery, to be performed at the regular rate. Notwithstanding the above, all work done over eight (8) consecutive hours in any one day, lunch excepted, shall be paid at the rate of one and one-half (1 ½) times the basic rate of pay. The Contractor may choose the option of working four (4) ten (10) hour days (Ten Hour Schedule), Monday through Saturday, at straight time. Overtime is to be at the rate of one and one-half (1 ½) times the basic hourly rate for all hours worked over ten (10) in a day or over forty (40) in a week. Forty (40) hours Monday through Saturday, shall constitute one (1) working week and shall be so recognized. All work done after forty (40) hours in any one week, when a crew has worked forty (40) hours at the basic rate of pay during the same week, shall be paid at the rate of one & one-half (1½) times the basic rate of pay. Saturday is to be worked as a make-up day at the straight time hourly rate of pay (up to forty (40) hours that week) provided, that Friday is worked as the first make-up day (weather permitting). The contractor may elect a starting time from 6:00 a.m. to 8:00 a.m. which shall be the regular starting time. Any work before the regular starting time or after the regular quitting time shall be at one and one-half (1½) times the regular rate of pay.

OVERTIME RATE NO. 23: Means a regular workday shall consist of eight (8) hours between 8:00 a.m. and 4:30 p.m. Forty (40) hours, within five (5) days -- Monday through Friday inclusive -- shall constitute the regular workweek. The Employer may alter the above stated hours by two (2) hours for an early starting and quitting time only, not to exceed eight (8) hours of work in any one day. When job conditions dictate and as required by the customer, the Employer shall be allowed to establish a four (4) day, ten (10) hour per day work week. This work week is defined as Monday through Thursday, with a Friday make-up day. The normal workday under a ten (10) hour four (4) day work week shall be from 7:00 a.m. to 6:00 p.m. with a one (1) hour starting variance. The make-up day of Friday shall be instituted for specific reasons such as loss of production due to weather and/or holidays. All hours worked in excess of ten (10) hours per day or forty (40) hours per week or hours worked outside the normal work week shall be paid at the applicable overtime rate. The first four (4) hours of overtime after the normal workday, each day Monday through Friday and the first ten (10) hours of overtime on Saturdays shall be paid for at one & one-half (1½) times the regular straight time rate of pay. All other work performed outside of the regularly scheduled working hours and outside of the first ten (10) hours worked on Saturdays shall be paid for at double (2) the regular straight time rate of pay. Sundays and the recognized holidays shall be paid for at double (2) the regular straight time rate of pay, if worked. When so elected by the contractor, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked: The first shift (day shift) shall be worked between the hours of 8:00 a.m. and 4:30 p.m. Workman on the "day shift" shall receive eight (8) hours' pay at the hourly rate for eight (8) hours' work. The second shift (swing shift) shall be worked between the hours of 4:30 p.m. and 12:30 a.m. Workmen on the "swing shift" shall received eight (8) hours' pay at the regular hourly rate plus 10% for seven and one-half (7 ½) hours' work. The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m. Workmen on the "graveyard shift" shall receive eight (8) hours' pay at the regular hourly rate plus 15 % for seven (7) hours' work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the "shift" hourly rate.

OVERTIME RATE NO. 24: Means eight (8) hours shall constitute a regular workday, between the hours of 6:00 a.m. and 5:30 p.m. except when the employer elects to work four 10-hour days as described below. The starting time of the workday can be adjusted from 6:30 a.m. to 9:00 a.m. The Employer may have the option to schedule his workweek from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling), or other conditions beyond the control of the Employer, he shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. However, should a holiday occur, Monday through Thursday, the Employer shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. Time and one-half (1½) shall be paid for work performed in excess of eight (8) hours on any regular workday or outside the hours limiting a regular workday, Monday through Friday. Time and one-half (1½) shall be paid for work performed on Sundays and recognized holidays. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$1.50 per hour.

OVERTIME RATE NO. 25: Means eight (8) hours shall constitute a regular day's work with the work week being Monday through Sunday between the hours of 6:00 a.m. and 6:00 p.m. If an Employer elects to schedule work on a four (4) day ten (10) hour per day work week, ten (10) hour workdays may be worked. Any work performed in excess of forty (40) hours per week or any work performed in excess of ten (10) hours on any workday will be compensated at one and one-half (1½) times the basic hourly wage. Saturday will be compensated at time and one-half (1½). Any work performed on Sundays and recognized holidays shall be compensated at two (2) times the basic hourly wage.

p.m. Forty (40) hours within five (5) days, Monday through Friday inclusive, shall constitute the work week. Work performed in the 9th and 10th hour, Monday through Friday, shall be paid at time and one-half (1 ½) the regular straight time rate of pay. Contractor has the option to pay two (2) hours per day at the time and one-half (1 ½) the regular straight time rate of pay between the hours of 6:00 a.m. and 5:30 p.m., Monday through Friday. Work performed outside the regularly scheduled working hours and on Saturdays, Sundays and recognized legal holidays, or days celebrated as such, shall be paid for at the rate of double (2) time.

OVERTIME RATE NO. 27: Means a regular work week shall consist of not more than forty (40) hours of work and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). Workers shall receive time & one-half (1½) for all work performed on Sundays and recognized holidays. Double (2) time shall be paid for time worked on Sundays or holidays when and only if any other craft employees of the same employer at work on that same job site are receiving double (2) time pay for that Sunday or holiday work. A work day is to begin between 6:00 a.m. and 9:00 a.m. at the option of the Employer except when inclement weather or other conditions beyond the reasonable control of the Employer prevents work, in which event, the starting time may be delayed, but not later than 12:00 noon. Where one of the recognized holidays falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at time & one-half (1½).

OVERTIME RATE NO. 28: Means a regular work week shall consist of not more than forty (40) hours of work, Monday through Saturday, and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). Workers shall receive time & one-half (1½) for all work performed on Sundays and holidays. A work day is to begin between 6:00 a.m. and 9:00 a.m. at the option of the employer except when inclement weather or other conditions beyond the reasonable control of the Employer prevent work, in which event, the starting time may be delayed, but not later than 12:00 noon. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward a forty (40) hour week; however no reimbursement for this eight (8) hours is to be paid to the worker(s) unless worked.

OVERTIME RATE NO. 29: Means a regular work week shall consist of not more than forty (40) hours work, Monday through Saturday, and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). Workers shall receive time and one-half (1½) for all work performed on Sundays and recognized holidays or days observed as such. Double (2) time shall be paid for work on Sunday or recognized holidays when and only if any other craft employees of the same employer at work at the same job site are receiving double (2) time pay for that Sunday or holiday. If a job can't work forty (40) hours Monday through Saturday because of inclement weather or other conditions beyond the control of the Employer, Friday and Saturday may be worked as make up days at straight time (if working 4-10's). Saturday may be worked as a make up day at straight time (if working 5-8's). Make up days shall not be utilized for days lost to holidays. A work day is to begin between 6:00 a.m. and 9:00 a.m. at the option of the Employer except when inclement weather or other conditions beyond the reasonable control of the Employer, including requirements of the owner, prevent work. In such event the starting time may be delayed but not later than 12:00 noon. When the contractor elects to establish other working hours the rate of pay shall be the regular hourly rate plus \$0.50 per hour. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours shall be paid at time & one-half (1½).

OVERTIME RATE NO. 30: Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute lunch period with pay at the straight time hourly rate. The regular workday shall begin on the job site between the hours of 6:00 a.m. and 9:00 a.m. with the starting time to be determined by the Employer. This adjustable start time can, at the Employer's option, be staggered to permit starting portions of the work force at various times within the prescribed hours. The workweek shall begin Monday at the established starting time. The Employer may establish a four (4) ten (10) hour shift exclusive of a thirty (30) minute unpaid lunch period at the straight time wage rate. Forty (40) hours per week shall constitute a week's work, Monday through Thursday. In the event a job is down due to weather conditions, holiday, or other conditions beyond the control of the Employer, then Friday may, at the option of the Employer, be worked as a make-up day at the straight time wage rate. Straight time is not to exceed ten (10) hours a day or forty (40) hours per week. When an Employer works a project on a four (4) ten (10) hour day work schedule, the Employer will not bring in any other crew for a fifth workday on the project while not calling in the normal crew that had been scheduled for that project. Time and one-half (11/2) shall be paid for work performed in excess of eight (8) hours on any regular workday or outside the hours limiting a regular workday, Monday through Friday. Time & one-half (11/2) shall be paid for work performed on Saturdays. Double (2) time shall be paid for work performed on Sundays and recognized holidays. Projects that cannot be performed during regular workday: On Highway/Heavy Work or if required by owner, the contractor may perform work outside the normal work hours and employees shall be paid applicable straight time hourly wage rate plus a premium of two dollars and fifty cents (\$2.50) per hour for the first eight (8) hours worked. Any hours worked in excess of eight (8) hours shall be paid at the applicable overtime rate plus the two dollar and fifty cents (\$2.50) per hour premium. Shift Work: Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows: First Shift, Eight (8) hours plus one-half (1/2) hour for lunch. Second Shift, Eight (8) hours plus one-half (1/2) hour for lunch. Third Shift, Eight (8) hours plus one-half (1/2) hour for lunch. Shifts shall be established for a minimum of three (3) consecutive workdays. The first shift will be paid at eight (8) hours straight time for eight (8) hours work. The second shift will be paid eight (8) hours straight time plus a two dollar and fifty cent (\$2.50) per hour premium for eight (8) hours work, and the third shift shall be paid eight (8) hours straight time plus a three dollar and fifty cent(\$3.50) per hour premium for eight (8) hours work. Overtime is computed after the premium has been added to the hourly wage rate. Nothing above prohibits the working of two (2) shifts at greater than eight (8) hours with the excess hours to be paid at overtime rate.

OVERTIME RATE NO. 31: Means a regular work week shall consist of not more than forty (40) hours of work and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). A workday is to begin between 6:00 a.m. and 9:00 a.m. at the option of the Employer except when inclement weather or other conditions beyond the reasonable control of the Employer, in which event, the starting time may be advanced or delayed. Workers shall receive time and one-half (1½) for all work performed on recognized holidays or days observed as such.

OVERTIME RATE NO. 32: Means the regular work week shall start on Monday and end on Friday, except where the Employer elects to work Monday through Thursday, ten (10) hours per day. All work over ten (10) hours in a day or forty (40) hours in a week shall be at the overtime rate of one and one-half (1½) times the regular hourly rate. The regular work day shall be either eight (8) or ten (10) hours. If a job can't work forty (40) hours Monday through Friday because of inclement weather or other conditions beyond the control of the Employer, Friday or Saturday may be worked as a make-up day at straight time (if working 4-10's). Saturday may be worked as a make-up day at straight time (if working 5-8's). Make-up days shall not be utilized for days lost due to Holidays. A workday is to begin at the option of the Employer but not later than 11:00 a.m. except when inclement weather, requirements of the owner or other conditions beyond the reasonable control of the Employer prevent work. Except as worked as a make-up day, time on Saturday shall be worked at one and one-half (1½) times the regular rate. Work performed on Sunday shall be paid at two (2) times the regular rate. Work performed on recognized holidays or days observed as such, shall also be paid at the double (2) time rate of pay.

OVERTIME RATE NO. 33: Means the work day shall consist of eight (8) hours worked between 7:00 a.m. and 4:30 p.m. Forty (40) hours will constitute the work week from Monday through Friday inclusive. Up to four (4) hours of overtime work per day performed before or after the assigned normal work day, (twelve (12) continuous hours, starting no earlier that 6:00 a.m.), Monday through Friday, shall be paid at a rate of one and one-half times (1.5x) that employee's hourly rate. Any additional overtime, Monday through Friday, shall be paid at a rate of double (2x) that employee's hourly rate. For hours worked on Saturday, Sunday and recognized holidays, or days that may be celebrated as such, and as designated by the federal government, double (2) time shall be paid. All shifts for work performed between the hours of 4:30 p.m. and 12:30 a.m. on a second shift shall receive eight (8) hours pay at the regular hourly rate of pay plus ten percent (10%) additional for seven and one-half (7½) hours work. The ten percent (10%) differential shall apply to the basic pay rate and the percentage fringe rates. All work performed between the hours of 12:30 a.m. and 8:00 a.m. on a third shift shall receive eight (8) hours pay for seven (7) hours work at the regular hourly rate plus fifteen percent (15%) differential shall apply for the basic pay rate and percentage fringe benefit rates. When a shift continues past the latest time at which a shift may operate, then the appropriate percentage overtime is paid.

OVERTIME RATE NO. 34: The Employer may choose, at his discretion, to work five eight hour days or four ten hour days with a Friday make-up day, Monday through Friday at straight time. Overtime shall be paid after eight (8) hours when working "five eights" and after ten hours when working "four tens". All work performed on Sundays and recognized holidays shall be paid for at the rate of double (2) time. All Saturday work shall be paid for at the rate of time and one-half (1½) the regular wage rate. All night work during the regular work week other than the above-mentioned days shall be paid for at the rate of time and one-half (1½) the regular wage scale until midnight and double (2) time after midnight except make-up time will be allowed under the following condition: In the event of inclement weather on exterior projects which prevents working the full regular eight (8) hour day, forty (40) hour work week schedule, a Saturday make-up day can be granted. Then said work on Saturday shall be paid at the straight time rate of pay up to a maximum total of forty (40) hours per week.

OVERTIME RATE NO. 35: Means the regular work day shall be eight (8) hours. Working hours are from six (6) hours before Noon (12:00) to six (6) hours after Noon (12:00). The regular work week shall be forty (40) hours, beginning between 6:00 a.m. and 12:00 Noon on Monday and ending between 1:00 p.m. and 6:00 p.m. on Friday. Saturday will be paid at time and one-half (1½). Sundays and Holidays shall be paid at double (2) time. Saturday can be a make-up day if the weather has forced a day off, but only in the week of the day being lost. Any time before six (6) hours before Noon or six (6) hours after Noon will be paid at time and one-half (1½).

OVERTIME RATE NO. 36: Means the Employer may choose, at his discretion, to work five eight-hour days or four tenhour days with a Friday make-up day. Overtime shall be paid after eight hours when working "five eights" and after tenhours when working "four tens", and Saturdays at time and one-half (1½) the base rates. Any hours worked on Sunday and recognized Holidays shall be paid at 2 times the base rate.

OVERTIME RATE NO. 37: Means the regular work day shall be eight (8) hours. Working hours are from six (6) hours before Noon (12:00) to six hours after Noon (12:00). The regular work week shall be forty (40) hours, beginning between 6:00 a.m. and Noon (12:00) on Monday and ending between 1:00 p.m. and 6:00 p.m. on Friday. Saturday work will be paid time and one-half (1½) the regular hourly rate of pay. Work performed on Sundays and recognized holidays shall be paid at double (2) time the regular hourly rate of pay. Saturdays can be a make-up day if weather has forced a day off. But only in the week of the day being lost. Any time worked before six (6) hours before Noon (12:00) or after six (6) hours after Noon (12:00) will be paid at the time and one-half (1½) the regular hourly rate of pay.

OVERTIME RATE NO. 38: Means a normal work week shall be Monday through Friday. Normal hours of work shall consist of eight and one-half (8½) consecutive hours per workday between 7:00 a.m. and 5:00 p.m., which includes one-half (1/2) hour for lunch. A 4-10 hour day work week Monday through Thursday or Tuesday through Friday may be worked at the contractor's request. Days must be consecutive. Time and one-half (1½) shall be paid for the first two (2) hours of overtime on any regular work day, Monday through Friday, and any work performed before regular starting time and after regular quitting time. Saturday work shall be paid at one and one-half (1½) times the regular rate of pay for the first ten (10) hours. All other overtime will remain as double (2) time, including Sundays and recognized holidays.

OVERTIME RATE NO. 39: Means eight (8) hours shall constitute the regular work day and forty (40) hours a work week, Monday through Friday. The Employer shall establish the starting time between 7:00 A.M. and 9:00 A.M. Time and one-half (1½) shall be paid for work performed on a regular work day before the regular starting time and after the regular quitting time., Double (2) time shall be paid for work performed on Sunday and holidays. At the discretion of the Employer, Saturday can be used for a make-up day. The Employer when working on highway and road work may have the option to schedule the work week for his paving crew only from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling) he shall have the option to work Friday at the straight time rate of pay to complete his or her forty (40) hours.

OVERTIME RATE NO. 40: Eight (8) hours shall constitute a regular days' work between the hours of 8:00 a.m. and 5:00 p.m. with an hours' intermission for lunch; and forty (40) hours shall constitute a regular work week from Monday through Friday. A four (4) ten (10) hour day work schedule may be worked Monday through Thursday (Tuesday through Friday in the event a holiday is celebrated on a Monday) or a Tuesday through Friday (Monday through Thursday in the event a holiday is celebrated). If the parties work the four ten hour week the following shall apply:

(a) Ten (10) consecutive hours shall constitute a day's work between the hours of 7:00 a.m. and 5:30 p.m. One-half (1/2) hour shall be set aside for an unpaid lunch period.

(b) Friday may be used as a make-up day when the scheduled work week was interrupted and time lost of seven (7) hours or more was incurred.

Time and one half (1½) will be paid for all time worked in excess of the regular working day and Saturdays; double (2) time will be paid for all work done on Sundays and legal holidays.

OVERTIME RATE NO. 41: Means eight (8) hours shall constitute a regular workday, between the hours of 6:30 a.m. and 5:30 p.m. except when the Employer elects to work four (4) ten (10) hour days as described below. The starting time of the workday can be adjusted from 6:30 a.m. to 9:00 a.m. The Employer may have the option to schedule his workweek from Monday through Thursday at Ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling), or other conditions beyond the control of the Employer, the Employer shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. However, should a holiday occur, Monday through Thursday, the Employer shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. Time and one-half (1 ½) shall be paid for work performed in excess of eight (8) hours on any regular workday or outside the hours limiting a regular workday. Straight time is not to exceed ten (10) hours a day or forty (40) hours per week. When an Employer works a project on a four (4) ten (10) hour day work schedule, the Employer will not bring in any other crew for a fifth workday on the project while not calling in the normal crew that had been scheduled for that project. Time and one-half (11/2) shall be paid for work performed on Saturdays. Double (2) time shall be paid for work performed on Sundays and recognized holidays. Overtime shall be computed at one-half (1/2) intervals. Projects that cannot be performed during regular workday: On Highway/Heavy work, or if required by owner, the contractor may perform work outside the normal work hours and employees shall be paid applicable straight time hourly wage rate plus a premium of one dollar and fifty cents (\$1.50) per hour for the first eight (8) hours worked. Any hours worked in excess of eight (8) hours shall be paid at the applicable overtime rate plus the one dollar and fifty cent (\$1.50) per hour premium. The overtime rate shall be computed after the \$1.50 premium has been added to the hourly wage rate. However, if a contractor employs any other craft on a project being worked outside the normal workday, and is paying the other craft a higher premium, then the Laborers employed by such contractor on such project outside the normal work hours shall be paid the higher premium.

OVERTIME RATE NO. 42: Means eight (8) hours shall constitute the regular workday except when the Employer elects to work four, 10-Hour days as explained in this Section with starting time to be between the hours of 6:00 a.m. and 9:00 a.m. as determined by the Employer. This adjustable starting time can, at the Employer's option, be staggered to permit starting portions of the work force at various times within the prescribed hours. Overtime is to be paid after eight (8) hours at the rate of time and one-half (1½). The Employer may have the option to schedule his workweek from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate of time and one-half (1½). If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling) he shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. However, should a holiday occur, Monday through Thursday, the Employer shall have the option to work Friday at the straight time rate of pay, unless work is halted due to inclement weather (rain, snow, sleet falling). The work week is to begin on Monday. Time and one-half (1½) shall be paid for Saturday work. Double (2) time shall be paid for Sunday work and work performed on recognized holidays. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$1.50 per hour.

OVERTIME RATE NO. 43: Means eight (8) hours constitute a normal day's work Monday through Friday. Any time worked over eight (8) hours will normally be paid at time and one-half (1½) except for exclusions stated in some following additional sentences. The Employer, at his discretion, may start the work day between 6:00 a.m. and 9:00 a.m. Any schedule chosen shall be started at the beginning of the work week (Monday) and used for at least five days. Work may be scheduled on a four (4) days a week (Monday through Thursday) at ten (10) hours a day schedule. If such a schedule is employed, then Friday may be used as a make-up day when time is lost due to inclement weather. Time and one-half (1½) shall be paid for any work in excess of eight (8) hours in any regular work day Monday through Friday unless working 4-10's, then time and one-half (1½) after ten (10) hours. All work performed on Saturday will be time and one-half (1½). Double (2) time shall be paid for all work on Sundays and recognized holidays.

OVERTIME RATE NO. 44: Means a regular workweek shall be forty (40) hours and will start on Monday and end on Friday. The Employer shall have the option of working five 8-hour days or four 10-hour days Monday through Friday. If an Employer elects to work five 8-hour days during any workweek, hours worked more than eight (8) per day or 40 per week shall be paid at time and one-half the hourly rate Monday through Friday. If an Employer elects to work four 10-hour days in a week, work performed more than ten (10) hours per day or 40 hours per week shall be paid at time and one-half the hourly rate Monday through Friday. When working a five 8-hour day schedule and an Employer is prevented from working forty (40) hours Monday through Friday, or any part thereof, by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. If an Employer is working a four 10-hour day schedule and loses a day due to inclement weather, he may work 10 hours Friday at straight time. All hours worked over the 40 hours Monday through Friday will be paid at 11/2 overtime rate. A workday shift is to begin at the option of the Employer, between 6:00 a.m. and not later than 9:00 a.m. However, the project starting time may be advanced or delayed if required. If workmen are required to work the enumerated holidays or days observed as such or Sundays, they shall receive double (2) the regular rate of pay for such work. Overtime shall be computed at one-half (1/2) hour intervals. Shift: The Contractor may elect to work one, two or three shifts on any work. When operating on more than one shift, the shifts shall be known as the day shift, swing shift, and graveyard shift as such terms are recognized in the industry. When two shifts are worked on any operation, the shifts will consist of eight (8) or ten (10) hours exclusive of lunchtime. When three shifts are worked the first day or day shift will consist of eight (8) hours exclusive of lunchtime. The second or swing shift shall consist of seven and one-half (71/2) hours' work for eight hours pay, exclusive lunch time, and the third or the graveyard shift consist of seven (7) hours' work for eight (8) hours' pay, exclusive of lunch time. All time in excess of normal shifts shall be considered overtime. Multiple shift (the two or three shift) operation will not be construed on the entire project if at anytime it is deemed advisable and necessary for the Employer to multiply shift a specific operation. However, no shift shall be started between midnight and six a.m. except the graveyard shift on a three-shift operation, or except in an unusual or emergency situation. If an Employer starts a shift between midnight and six a.m. except the graveyard shift on a three-shift operation, he shall reimburse all employees for the entire shift at double time rate. Completion of the second shift on a two-shift operation or completion of the graveyard shift on a three operation that carries over into Saturday morning shall be at the straight time rate. Overtime shall be computed at one-half (1/2) hour intervals.

OVERTIME RATE NO. 45: Means the normal work week shall consist of five (5) eight (8) hour days for a total of forty (40) hours, starting on Monday at 8:00 a.m. and ending on Friday at 4:30 p.m. The starting time can be flexible between 6:00 a.m. and 8:00 a.m., and ending at 2:30 p.m. or 4:30 p.m. respectively. All work before the designated starting time and after the quitting time shall be paid for at the rate of time and one-half (1½). An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Any work started after 12:00 midnight Sunday, will be classified as time and one-half (1½) up to the legal starting time on Monday. Saturdays shall be considered overtime and work done on Saturday shall be paid at time and one-half (1½) the prevailing scale. Sundays and Holidays shall be considered overtime and work done on these days shall be paid at double (2) the prevailing scale.

OVERTIME RATE NO. 46: Means eight (8) hours per day shall constitute a standard work day between the hours of 7:00 a.m. and 5:00 p.m. The standard work week shall be forty (40) hours between 7:00 a.m. on Monday and ending 5:00 p.m. on Friday. An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Saturdays shall be considered overtime and work done on Saturday shall be paid at time and one-half (1½) the prevailing scale. Sundays and holidays shall be considered overtime and work done on these days shall be paid at double (2) the prevailing scale.

OVERTIME RATE NO. 47: Means eight (8) hours shall constitute a normal day's work as follows: 7:00 – 8:00 a.m. to 12:00 noon and from 12:30 p.m. to 3:30 – 4:30 p.m. Monday through Friday. The lunch break may be of sixty (60) minutes duration and quitting time delayed accordingly. Employees working before or after these specified hours shall be paid at the rate of time and one-half (1 ½) the regular rate of pay. Sunday and Holiday work shall be double (2) time. Employees failing to work a regular forty (40) hour week due to inclement weather may work on Saturday at the regular rate of pay. During periods of intemperate summer weather, the working day may begin at 6:00 a.m. and straight time shall be paid for eight (8) hours of work.

OVERTIME RATE NO. 48: Means the regular workday starting time of 8:00 a.m. (and resulting quitting time of 4:30 p.m.) may be moved forward to 6:00 a.m. or delayed one hour to 9:00 a.m. All work performed in excess of the regular work day and on Saturday shall be compensated at one and one-half (1½) times the regular pay. In the event time is lost during the work week due to weather conditions, the Employer may schedule work on the following Saturday at straight time. All work accomplished on Sunday and holidays shall be compensated for at double the regular rate of wages. The work week shall be Monday through Friday, except for midweek holidays.

OVERTIME RATE NO. 49: Means eight (8) hours shall constitute a day's work beginning at 8:00 a.m. and ending at 4:30 p.m. Forty (40) hours shall constitute a week's work, Sunday through Saturday. In the event time is lost due to weather or conditions beyond the control of the Employer, the Employer may schedule work on Saturday at straight time. All work over eight (8) hours in one day, forty (40) hours in one week, or on Saturday (except as herein provided) shall be classified as overtime and be paid at the rate of time and one-half (1½). All work on Sunday or recognized holidays shall be classified as overtime and be paid at the rate of double (2) time. When the four (4) day ten-hour work week is in effect, the standard work day shall be consecutive ten (10) hour periods. Forty (40) hours per week shall constitute a week's work Sunday through Saturday inclusive. In the event the job is down for reasons beyond the contractors control, then Friday and/or Saturday may, at the option of the Employer be worked as a make-up day, straight time not to exceed ten (10) hours per day or forty (40) hours per week.

OVERTIME RATE NO. 50: Means Monday through Sunday shall constitute the work week. Regular starting time shall be 8:00 a.m., with one half hour for lunch between three and one-half (31/2) and five (5) hours after starting time. The starting time may be advanced by two (2) hours or delayed one (1) hour by the employer from the regular starting time. All work performed before the advanced starting time and during the half hour lunch shall be paid at the overtime rate of time and onehalf (11/2). Work performed outside these hours shall be paid at the overtime rate of time and one-half (11/2), except as provided otherwise below. All work performed on Sundays or recognized holidays shall be paid at the double (2) time rate. When the start time is delayed past 9:00 a.m., the employee's pay shall start at 9:00 a.m. and all time, after the normal quitting time (5:30 p.m.), shall be paid at the overtime rate. Eight (8) hours shall constitute the work day. All work performed prior to or after the regular eight (8) hour work day, as described above, and all work performed on Saturday shall be paid at time and one-half (11/2) the regular rate. In the event that a scheduled eight (8) hour work day is missed (not including recognized holidays) because of inclement weather, then that missed work day may be made up at straight time on the following Saturday. It is recognized that not all employees working on a Saturday make-up day will have worked the same number of hours during the regular work week. It is further recognized that any work after forty (40) hours must be paid at time and onehalf (1½). The employer may establish a 4-10's schedule on projects (4 days with 10 hours per day at straight time). In order to use the 4-10's schedule, the employer must schedule the 4-10's for a minimum of one (1) week. If using a 4-10's schedule, a Friday make-up day is allowed.

OVERTIME RATE NO. 51: Means the regular work week shall start on Monday and end on Friday, except where the Employer elects to work Monday through Thursday, ten (10) hours per day. All work over (ten) hours in a day or forty (40) hours in a week shall be at the overtime rate of one and one-half (1½) times the regular hourly rate. The regular work day shall be either eight (8) or ten (10) hours. If a job can't work forty (40) hours Monday through Friday because of inclement weather or other conditions beyond the control of the Employer, Friday or Saturday may be worked as a make-up day at straight time (if working 4-10's). Saturday may be worked as a make-up day at straight time (if working 5-8's). An Employer, who is working a four (4) ten (10) hour day work schedule may use Friday as a make-up day when a work day is lost due to a holiday. A workday is to begin at the option of the Employer but not later than 11:00 a.m. except when inclement weather, requirements of the owner or other conditions beyond the reasonable control of the Employer prevent work. Except as worked as a make-up day, time on Saturday shall be worked at one and one-half (1½) times the regular rate. Work performed on Sunday shall be paid at two (2) times the regular rate. Work performed on recognized holidays or days observed as such, shall also be paid at the double (2) time rate of pay.

OVERTIME RATE NO. 52: Means there is a flexible starting time where there shall be no restrictions on starting or stopping times per day. Except as specified, eight (8) hours a day shall constitute a standard workday and forty (40) hours per week shall constitute a week's work, which shall begin on Sunday and end on Saturday. All time worked outside of the eight-hour (8) standard workday, and on Saturday shall be classified as overtime and paid at the rate of time and one-half (1½) (except as herein provided). All time worked on Sunday and recognized holidays shall be classified as overtime and paid at the rate of double (2) time. The Employer has the option of working either five (5) eight-hour days or four (4) tenhour days to constitute a normal forty-hour (40) week. When the four (4) ten-hour day work week schedule is in effect, the standard work day shall be consecutive ten (10) hour periods, exclusive of the thirty (30) minute lunch period. Forty (40) hours per week shall constitute a week's work, Monday through Thursday, inclusive. In the event the job is down for any reason beyond the Employer's control, then Friday and/or Saturday may, at the option of the Employer, be worked as a make-up day, straight time not to extend ten (10) hours or forty (40) hours per week. Starting time will be designated by the Employer. If an employee absents himself from work during a regularly scheduled work week, consisting of four (4) ten (10) hour days, he shall be required to work Friday and/or Saturday at straight time for the ten (10) hours of such days, as appropriate. When the five-day, eight (8) hour work week is in effect, forty hours per week shall constitute a week's work, Monday through Friday, inclusive. In the event the job is down for any reason beyond the Employer's control, the Saturday may, at the option of the Employer, be worked as a make-up day, straight time not to exceed eight (8) hours or forty (40) hours per week. If an employee absents himself from work during a regular scheduled work week consisting of five (5) eight (8) hour days, he shall be required to work Friday and/or Saturday at straight time for the first eight (8) hours of such days, as appropriate. The Employer shall have the option of changing the regular workday or work week on any job when conditions as stipulated by the owner or the operating authority require accommodations by the Employer. Starting time may be adjusted to fit circumstances of the Employer.

HOLIDAY RATE NO. 1: Means double (2) time shall be paid for all time worked on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day or days observed in lieu of these holidays.

HOLIDAY RATE NO. 2: The following days are recognized as holidays: New Year's Day, Memorial Day, July Fourth, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be preformed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. If workmen are required to work the above enumerated holidays or days observed as such, they shall receive time and one-half (1½) the regular rate of pay for such work. Where one of the holidays specified falls or is observed during the workweek, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½). Workmen shall receive time and one-half (1½) for all work performed on Sundays. Double (2) time shall be paid for work on Sunday or recognized holidays when and only if any other Craft employees of the same employer at work on that same job site are receiving double (2) time that Sunday or holiday.

HOLIDAY RATE NO. 3: Means any hours worked on Sundays and recognized holidays shall be paid at the rate of double (2) times the base rate. The recognized holidays are New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. In the event any of the above holidays fall on Saturday, then that holiday shall be observed on Monday.

HOLIDAY RATE NO. 4: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the worker unless worked. If workers are required to work the above recognized holidays or days observed as such, they shall receive double (2) the regular rate of pay for such work.

HOLIDAY RATE NO. 5: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the workmen unless worked. An Employer working a four (4) day, ten (10) hour schedule may use Friday as a make up day when an observed holiday occurs during the work week. Employees have the option to work that make up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive double (2) the regular rate of pay for such work.

HOLIDAY RATE NO. 6: The following days shall be observed as legal holidays: New Year's Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day, Employee's birthday and two personal days. The observance of one personal day to be limited to the time between December 1 and March 1 of the following year. If any of these holidays fall on Sunday, the following Monday will be observed as the holiday and if any of these holidays fall on Saturday, the preceding Friday will be observed as the holiday. If employees work on any of these holidays they shall be paid time and one-half (1½) their regular rate of pay for all hours worked.

HOLIDAY RATE NO. 7: Means double (2) time for work performed on New Year's Day, Memorial Day, Independence Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. Any holiday which occurs on a Sunday shall be observed the following Monday. No work shall be performed on LABOR DAY except to save life and property.

HOLIDAY RATE NO. 8: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall be paid at the double (2) time rate of pay. If any of these holidays fall on Saturday, it will be recognized on the preceding Friday; if any of these holidays fall on a Sunday, it will be recognized on the following Monday. No work shall be performed on Labor Day except in case of emergency.

HOLIDAY RATE NO. 9: Means the following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward a forty (40) hour week; however no reimbursement for this eight (8) hours is to be paid to the working person(s) unless the holiday is worked. The working people shall receive time and one-half (1½) for all work performed on Sundays and holidays.

HOLIDAY RATE NO. 10: All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day and Christmas Day, or days observed as such, and Sundays shall be paid at the rate of time and one-half (1½). Double (2) time shall be paid for work on Sundays or recognized holidays when and only if other craft employees of the same employer at work on that same job site are receiving double (2) time pay for that Sunday or holiday work. No work shall be performed on Labor Day, except in case of jeopardy of life or property. This rule is applied to protect Labor Day. When one of the above holidays falls on a Saturday, the preceding Friday shall be observed; when the holiday falls on a Sunday, the following Monday shall be observed. Where one of the specified holidays falls or is observed during the workweek, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

HOLIDAY RATE NO. 11: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid to the workman unless worked. An employer working a four (4) day, ten (10) hour schedule may use Friday as a make up day when an observed holiday occurs during the work week. Employees have the option to work that make up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive time & one-half (1½) the regular rate of pay for such work.

HOLIDAY RATE NO. 12: All work done on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double (2) time rate of pay. When a holiday occurs on Saturday it shall not be observed on either the previous Friday or the following Monday. Such days shall be regular workdays. If such a holiday occurs on Sunday it shall be observed on the following Monday.

HOLIDAY RATE NO. 13: All work done on New Year's Day, Decoration Day, Independence Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. Should any of these days fall on Sunday, then the following day shall be observed as the holiday. Under no circumstances shall employees be permitted to work on Labor Day.

HOLIDAY RATE NO. 14: There shall be seven (7) recognized holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day, and Christmas Day. No work on any pretense shall be performed on Christmas Day or Independence Day. Any work performed on the other holidays shall be paid for at two (2) times the regular rate of pay.

HOLIDAY RATE NO. 15: All work performed on New Year's Day, Memorial Day (Decoration Day), Independence Day (Fourth of July), Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Labor Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. When a holiday falls on Sunday, the following Monday shall be observed as the holiday. When a holiday falls on Saturday, the preceding Friday will be observed as the holiday.

HOLIDAY RATE NO. 16: All work done on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day (November 11), Thanksgiving Day, and Christmas Day shall be compensated at the double (2) time rate of pay. When any of these holidays falls on a Sunday, the following Monday shall be observed. No work shall be performed on the days set forth except in cases of emergencies to protect life or property.

HOLIDAY RATE NO. 17: All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day, Christmas Day, or days observed as such, shall be paid at the rate of double (2) time. When a holiday falls on a Saturday, the preceding Friday shall be observed. When a holiday falls on a Sunday, the following Monday shall be observed. No work shall be performed on Labor Day except to save life or property. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

HOLIDAY RATE NO. 18: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, or observed as such, shall be paid at the double time rate of pay. When a Holiday falls on a Sunday, Monday shall be observed. No work shall be performed on Labor Day, except in case of jeopardy to life or property. This is applied to protect Labor Day.

HOLIDAY RATE NO. 19: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. When one of the foregoing holidays falls on Sunday, it shall be celebrated on the following Monday.

HOLIDAY RATE NO. 20: Work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. If the holiday falls on Saturday, it will be observed on Monday, and shall be paid for at double (2) the regular straight time rate of pay.

HOLIDAY RATE NO. 21: Means the following days are recognized Holidays: Memorial Day, Fourth of July, Thanksgiving Day, Christmas Day and New Year's Day. No work shall be done on Labor Day. When falling on a Sunday and the following Monday is observed as part of the holiday, then that Monday shall be considered as a holiday. Sunday and Holidays will be paid at the rate of two (2) times the regular rate of pay.

HOLIDAY RATE NO. 22: Means that Employees working on the following legal holidays, namely New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, to be celebrated on either its national holiday or on the day after Thanksgiving whichever is agreed upon, Thanksgiving Day and Christmas Day shall be paid at the rate of double (2) time.

HOLIDAY RATE NO. 23: All work performed on Sundays and the following recognized holidays, or the days observed as such, of New Year's Day, Decoration Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day, shall be paid at double (2) the hourly rate plus an amount equal to the hourly Total Indicated Fringe Benefits. Whenever any such holidays fall on a Sunday, the following Monday shall be observed as a holiday.

HOLIDAY RATE NO. 24: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward a forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid to the workman unless worked. If workmen are required to work the recognized holidays or days observed as such, or Sundays, they shall receive double (2) the regular rate of pay for such work. The above shall apply to the four 10's Monday through Friday work week. The ten (10) hours shall be applied to the forty (40) hour work week.

HOLIDAY RATE NO. 25: The following days shall be observed as legal holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day. No work shall be performed on the Fourth of July, Labor Day or Christmas Day. Any work performed on the above holidays shall be paid for at two (2) times the regular straight time rate of pay. When any of the above holidays fall on Sunday, the following Monday shall be observed as such holiday. If a holiday falls on Saturday, it shall not be considered to be observed on the previous Friday or following Monday. Such days shall be regular workdays.

HOLIDAY RATE NO. 26: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day and any additional holidays which may be mutually agreed upon. Whenever any such holiday falls on a Sunday, the following Monday shall be recognized and observed as the holiday. Work performed on Sundays and holidays shall be paid at the double time rate of pay. No work shall be performed on Labor Day.

HOLIDAY RATE NO. 27: Means that work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day, shall be paid at the rate of double (2) time the regular rate of pay. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week. However, no reimbursement for these eight (8) hours is to be paid the workman unless worked.

HOLIDAY RATE NO. 28: Means work done on Sundays and holidays shall be paid for at the double (2) time rate. Holidays recognized shall be as follows: New Years Day, Memorial Day, Fourth of July, Labor Day, Veterans' Day (Veterans' Day shall be celebrated the day after Thanksgiving), Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than a Sunday, it shall be celebrated on that date. The contractor may shut down the job the day before or after a holiday.

HOLIDAY RATE NO. 29: All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day, Christmas Day, or days observed as such, shall be paid at the rate of double (2) time. When a holiday falls on a Saturday, Friday shall be observed. When a holiday falls on a Sunday, Monday shall be observed. No work shall be performed on the Fourth of July or Labor Day except to save life or property. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

HOLIDAY RATE NO. 30: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day shall be paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Sunday, shall be observed on the following Monday and paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Saturday shall be observed on the previous Friday, and paid for at double (2) the straight time rate of pay. If any of the above listed holidays fall on Friday, Saturday, Sunday, or Monday, creating a three-day weekend, then the entire three (3) days (either Friday, Saturday and Sunday –if the holiday falls on Friday or Saturday; or Saturday, Sunday and Monday – if the holiday falls on Sunday or Monday) shall be paid for at double (2) the straight-time rate of pay.

HOLIDAY RATE NO. 31: All work done on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day, or days observed as such, shall be paid at the double (2) time rate of pay. The Friday following Thanksgiving will be worked at the Employer's option. If worked, it will be at the regular hourly rate of pay. Saturday holidays will be celebrated on Saturday. Sunday holidays will be celebrated on Monday following the holiday. Work performed on any of these Mondays will be paid at double (2) the rate of pay.

HOLIDAY RATE NO. 32: All work performed on recognized holidays shall be paid at the double (2) time rate of pay. No work shall be performed on Labor Day except to save life or property. The following holidays shall be observed: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, to be observed November 11 (or a mutually agreed date of the Friday after Thanksgiving if agreed by other crafts working on project), Thanksgiving Day and Christmas Day. Any holiday which occurs on a Sunday shall be observed the following Monday.

HOLIDAY RATE NO. 33: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall be paid at double (2) times the regular hourly wage rate. When the holiday falls on Sunday, the following Monday shall be observed as the holiday. If any holiday occurs during the work week (Monday through Friday), any work performed over thirty-two (32) hours during that week would be considered overtime and would be paid at one and one-half (1½) times the basic rate of pay. This last sentence is not applicable if a project is on a normal hour four (4) day - ten (10) hour work week.

HOLIDAY RATE NO. 34: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid for at double (2) the straight-time rate of pay. Any one of the above-listed holidays falling on Sunday shall be observed on the following Monday and paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Saturday shall be observed on the previous Friday and paid at double (2) the straight-time rate of pay. Employees working on the Saturday will receive the standard pay for Saturday work.

HOLIDAY RATE NO. 35: All work performed on holidays shall be considered overtime and work performed on these days shall be paid at double (2) time prevailing scale. The holidays of understanding are: New Year's Day, Decoration Day, Independence Day, Veteran's Day, Thanksgiving Day and Christmas Day. Should any of these days fall on Sunday, then the following day shall be observed as the holiday. Under no circumstances shall employees be permitted to work on Labor Day (the first Monday in September).

HOLIDAY RATE NO. 36: All work done on New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid at the rate of double time. When one of the above holidays falls on Sunday, the following Monday shall be observed.

HOLIDAY RATE NO. 37: All work performed on Sunday and recognized holidays shall be paid at double (2) time. The following days shall be recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If any of the above holidays fall on a Sunday, the following Monday shall be observed as the holiday. If any of the above holidays fall on a Saturday, the preceding Friday shall be observed as the holiday.

HOLIDAY RATE NO. 38: All work performed on New Year's Day, Decoration Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. When any of these holidays falls on Sunday, the Monday following shall be observed as such holiday.

HOLIDAY RATE NO. 39: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas, and Christmas Day shall be paid at the double time rate of pay.